

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

**PERSONNEL COMMITTEE**

**December 3, 2020**

- Item J.1.**      **McNeese State University's** request for approval to appoint Ms. Ann Warner as Interim Dean for the College of Nursing/Health Professions effective January 4, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Ms. Ann Warner as Interim Dean for the College of Nursing/Health Professions effective January 4, 2021 at an annual salary of \$126,500. 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 Ms. Ann Warner as Interim Dean for the College of Nursing/Health Professions effective January 4, 2021.***



**J.1.**

November 10, 2020

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

Dear Dr. Henderson:

McNeese State University requests approval to appoint Dr. Virginia Ann Warner as Interim Dean for the College of Nursing and Health Professions.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the December 3, 2020 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel  
President

Attachments

## **Ann Warner, PhD**

1200 Laura St., Sulphur, LA 70663

Professional: (337) 475-5831 E-mail: [awarner@mcneese.edu](mailto:awarner@mcneese.edu)

Personal: (337) 489-2903 E-mail: [annwarner07@gmail.com](mailto:annwarner07@gmail.com)

### **Education**

TEXAS WOMAN'S UNIVERSITY, Houston, TX  
Doctor of Philosophy in Nursing Science, 2007  
Dissertation: Experiences of Family Caregivers for Adults with Oxygen Dependent COPD

UNIVERSITY OF MARYLAND, Baltimore, MD  
Master of Science, Trauma/Critical Care Nursing, 1992

UNIVERSITY OF CENTRAL OKLAHOMA  
Completed 27 hours undergraduate prerequisite coursework for MBA, 1980-1984

UNIVERSITY OF MISSISSIPPI, Jackson, MS  
Bachelor of Science, Nursing, 1978

### **Licensure**

Registered Nurse (Louisiana) (Texas)  
Clinical Nurse Specialist (Medical/Surgical) 1996 – 2008

### **Certification**

CNE, Certified Nurse Educator, National League for Nursing, #390951, 2008 -- current  
CCRN, American Association of Critical Care Nurses, #13689, 1981-2008; Alumnus 2008 – 2011  
Online Teaching, Sloan-Consortium, 2014  
Joanna Brigs Institute Certified Systematic Reviewer, 2017

### **Professional Experience**

#### 1992 – present McNEESE STATE UNIVERSITY, Lake Charles, LA

Professor, College of Nursing and Health Professions, 2017 – current

Co-Coordinator, Graduate Nursing Program, 2012 – current

Associate Professor, College of Nursing, 2010 - 2017

- Shared responsibility for administration of the online MSN program of approximately 150 students within the Intercollegiate Consortium for a Master of Science in Nursing (ICMSN). This multi-site, multi-school consortium is CCNE accredited to offer concentrations in Family Nurse Practitioner, Psychiatric Mental Health Nurse Practitioner and Nursing Education.
  - Developed admission process used each semester that incorporates multiple criteria, assessed by faculty using admission rubric. Monitor admission student database for evaluation of student success. Approximately 70 applications are considered each semester for 30 student seats.
  - Developed and conduct on campus orientation which includes interdisciplinary participation by faculty, librarian, and staff.
  - Counsel and advise graduate nursing students including prospective students and graduates. Have served multiple times as preceptor for area DNP students. Recommend students for awards and scholarships.
  - Represent graduate nursing department in Graduate Council. Responsibilities include assisting faculty in maintaining graduate faculty status, proposing catalog changes, addressing student appeals, and university graduate curriculum review.
  - Collaborate with ICMSN colleagues for academic policy development, curriculum development and revision; program evaluation; and maintenance of ICMSN handbooks, policy manuals, and website.
  - Responsible for accreditation activities including data collection and review of annual reports to AACN, LSBN, and CCNE CIPR.

- Supervise classified staff.
- Lead ICMSN Nursing Education Ad Hoc Committee which is responsible for development, revision, and implementation of the Nursing Education Concentration. Collaborate with MSU undergraduate nursing department in establishing preceptorships for nursing education students. Have sought and received external funding for nursing education students.
- Provide leadership in support of ICMSN annual research day which rotates among schools. Led 2017 Research Day planning team at MSU in collaboration with MSU STTI Chapter which brought in national speaker and had presentations from all ICMSN school faculty and students. Approximately 80 attended with an overall profit for the STTI Chapter.
- Represent MSU in Louisiana Council of Administrators in Nursing Education (LaCANE) which is a forum for academic nursing within the state. Have served in multiple leadership roles and participated in grant writing for the organization.
- Curriculum development team for the postmaster's DNP including program outcomes, course development, and admission criteria. Ongoing planning for staffing, student admission, and program evaluation.
- Teach 12 – 15 semester hours each semester in the areas of nursing theory, statistics, research, nursing education and scholarly project development.
  - Led revision of NURS 695 Scholarly Project course to improve consistency of expectations among faculty and improve efficiency in teaching. Collaborated with Academic Computing Center to offer poster development for students who present posters of their work. Have instituted an embedded course librarian.
  - Led development and teach required graduate level biostatistics nursing course by collaborating with faculty in mathematics department.
  - Led initiative to establish an Interprofessional Educational Day annually in conjunction with faculty in graduate and undergraduate nursing, psychology, and nutrition and dietetics departments. An unfolding case study approach is used for graduate students to plan and evaluate care. The event has been held for 3 years with high ratings by students. Interdisciplinary faculty have presented the education day locally, regionally, and nationally and manuscript development is in process.
  - Five year mean Student Evaluation of Instruction (SEI) score is 4.39 on a 5-point scale.

1996 – 2010 Assistant Professor, College of Nursing

1992 – 1996 Instructor, College of Nursing

- Primary responsibilities for Adult Health classroom and clinical course instruction and management including clinical faculty supervision and mentoring; clinical site selection; student advisement and remediation; honors student mentoring.
- Collaborated with a colleague to develop nursing elective in critical care nursing that incorporated an alternative 3-week schedule and used innovative teaching strategies including gaming, simulation, team work and observational clinical learning strategies. Simulation of cardiac arrest experience was later incorporated into adult health clinical experiences for all students.
- Revision of RN-BSN program for online administration which was partially funded with a BOR Enhancement grant (\$10,000). RN to BSN student advisor and development of online undergraduate research course.
- Revised undergraduate nursing research course to include student team project presentations. Collaborated with Kappa Psi Chapter STTI Honor Society for Nurses to provide community based nurses for poster evaluation and cash prizes for winning posters.

1993 – 1998, LAKE CHARLES MEMORIAL HOSPITAL, Lake Charles, LA

Staff Nurse, part-time, Critical Care Float Pool, Cared for adults in multi-disciplinary critical care unit

1989-1992, UNIVERSITY OF MARYLAND HOSPITAL, Baltimore, MD

Staff Nurse, per diem, Surgical Intensive Care, Pediatric Intermediate Care, Cared for adults and children

1986-1988, LAKE CHARLES MEMORIAL HOSPITAL, Lake Charles, LA

Assistant Head Nurse and Staff Nurse, Critical Care Unit, Cared for adults and children, charge nurse for 15 bed multi-disciplinary CCU. Responsibilities: CCU procedure manual, quality assurance, unit standards of care; schedule; and preceptor

1978-1985, OKLAHOMA MEMORIAL HOSPITAL, Oklahoma City, OK

Head Nurse, Medical Unit, 1983-1985, Administration of 28-bed medical-neurology unit

Staff/Charge Nurse, Intensive Care /Post Intensive Care Units, 1981-1983, Cared for adults including those having renal transplants, multiple trauma, cardiovascular surgery and neurosurgery

Staff Nurse, Emergency Medical and Trauma Center, 1980-1981, Rotating triage and charge nurse in 20 bed emergency department

Staff/Charge Nurse, Surgical Intensive Care Unit, 1978-1980, Cared for adults after surgical interventions/trauma

**Professional Activities**

Publication

**Warner, A.,** Barrow, J., Berken, J., Williams, A., Davis, A., Hurst, H., & Riddle, K., (2020). The relationship among BSN students' employment, educational, and health-related characteristics and semester grades: A multi-site study. *Journal of Professional Nursing*, In Press.

Presentations (*Italics indicate student co-presenter*)

**McCloskey, R. & Warner, A.** (2019). Electronic or printed textbooks: Undergraduate nursing student preferences. The South Louisiana Intercollegiate Symposium, Rho Zeta Chapter Sigma Theta Tau and Southeastern Louisiana University, Hammond, LA. Podium presentation.

Hollingsworth, D., **Warner, A.,** Sterling, T., Christy, P., Dilks, T., Yaudes, K. (2019). When the client is best served by a team: A collaborative healthcare model. Poster presented at Louisiana Academy of Nutrition and Dietetics, Baton, Rouge, LA

**Warner, A.,** Sterling-Guillory, T. & Gauthier, D. (2018). Focused Scholarly Project: A strategy to develop nursing scholarship. Poster presented at The AACN Masters' Essentials Education Conference, Anaheim, CA.

**Warner, A.** Barrow, J., Berken, J. Williams, A. Davis, A., Hurst, H. Riddle, K. (2018). Relationship among BSN students' employment characteristics and semester grades during clinical enrollment. Xi Zeta Intercollegiate Research Symposium, Thibodaux, LA

**Thibodeaux, M. & Warner, A.** (2018). Implementing pediatric asthma action plans. Student poster presented at Xi Zeta Intercollegiate Research Symposium, Thibodaux, LA

**Warner, A.,** Barrow, J., Berken, J., Williams, A. Davis, A., Hurst, H. & Riddle, K. (2016). The relationship among BSN students' employment characteristics and semester grades: A multi-site study. Poster presented at Southern Nursing Research Society meeting, Dallas, TX.

**Alexander, Y. & Warner, A.** (2016) Do you see what I see? Radiology for advanced practice registered nurses. Podium presentation at Louisiana Association of Nurse Practitioners Annual Conference, New Orleans, LA.

**Deeb, N. & Warner, A.** (2016). Assessment of sexually transmitted disease knowledge in college students. Poster presented at Leading Change: Advancing Evidence-Based Practice through Nursing Scholarship, University of Louisiana at Lafayette.

**Elder, J. & Warner, A.** (2016). Unveiling the rationales for undiagnosed COPD. Poster presented at Leading Change: Advancing Evidence-Based Practice through Nursing Scholarship, University of Louisiana at Lafayette.

**Warner, A., Barrow, J., Berken, J., Williams, A. Davis, A., Hurst, H. & Riddle, K.** (2016). The relationship among BSN students' employment characteristics and semester grades: A multi-site study. Podium presentation at Leading Change: Advancing Evidence-Based Practice through Nursing Scholarship, University of Louisiana at Lafayette.

**Warner, A. & Barrow, J.** (2015). The relationship between BSN students' employment characteristics and academic performance. Poster presented Southern Nursing Research Society, Tampa, FL

**Warner, A., Barrow, J., & Durio, A.** (2015). The relationship between undergraduate nursing student employment characteristics and academic performance. Podium presentation at Sigma Theta Tau International Region 6 Annual Research and Evidence Based Practice Conference, Shreveport, LA

**Warner, A., Flavin, E., Landry, A. Lozada, L., Raines, A.** (2013, April). Using group projects to teach undergraduate research: Student and faculty experiences. Podium presentation at Nursing's Odyssey: Giving Back to Move Forward, Northwestern State University, Shreveport, LA.

#### **Professional Reviewing**

Continuing Education, Louisiana State Nurses Association, 2016 – 2018  
Journal of Professional Nursing, 2016 - current

#### **Grants Funded** (External)

Graduate Nurse Educator Stipend Grant

MSU Foundation/Brown Foundation, \$80,000, 2018

LaCANE Request to Nursing Supply and Demand Council

Tuition Reimbursement for Nurse Educators, Year 3, with Gail Poirrier, \$105,000, 2016

Pinnacle Award

Evidence based advisement for nursing students: The role of paid employment, \$5,000, 2015

Board of Regents Enhancement Grant

Implementation of a Flexible RN-BSN Articulation Model, \$10,000, 2010

Kψ Chapter, Sigma Theta Tau International Honor Society of Nursing

Undergraduate Nursing Research Day Support, \$1,000, 2010, 2011, 2012, 2013, 2014

The Foundation of the National Student Nurses' Association, Inc.

Dual Enrollment as a Strategy to Recruit and Retain Nursing Students (with R. Riley), \$25,000,

#### **Grants Funded** (Internal)

John B & Patricia Scofield Professorship in Nursing

Suicide Prevention Conference, \$8,000, 2020

Fanny Edith Winn Educational Trust Professorship in Nursing

Clinical nursing student employment progression to graduation: A multi-site study, \$5,000, 2016

Fanny Edith Winn Educational Trust Professorship in Nursing

Faculty/Student Support for Scholarly Activities, \$5,000, 2014

Lucretia M. Tupper Nursing Professorship

Faculty/Student Support for Research Dissemination, \$4,000, 2013

Olive Tupper Endowed Nursing Professorship

Increasing faculty online teaching skill via certification, \$2,000, 2012

Charles & Emily Stokes Professorship in Nursing, #1

Developing an Undergraduate Nursing Research Day, \$1000, 2008

Gaming Revenue Proposal/TASC Proposal  
Cardiopulmonary Resuscitation Clinical Simulation (with R. Johnson), 2004  
Lucretia M. Tupper Scholar Award  
Caregivers of Adults with COPD, \$1000, 2003  
Sherman Research Fellowship  
Caring for Adults with COPD—A pilot study, \$600, 2002  
Gaming Revenue Proposal  
Clinical Simulation of Adult Cardiac Arrest, \$4000, 2000

### **Honors**

MSU Outstanding Preceptor Award - 2019  
Leadership for Academic Nursing Fellow – American Association of Colleges of Nursing; 2018-2019  
<https://www.aacnnursing.org/Portals/42/Faculty/LANP/18LANPDirectory.pdf?ver=2018-08-13-125439-043>  
Pinnacle Excellence Award, MSU, 2015  
Outstanding Distance Learning Course – Louisiana, Mid-South Distance Learning Conference, 2013  
Louisiana Nurses Foundation Nightingale Award, Volunteer Award, 2010  
Distinguished Faculty Award Nominee, College of Nursing, MSU, 2008  
Graduate Parry Scholar, Texas Woman's University, 2002-2003  
Kappa Psi Chapter, Sigma Theta Tau Excellence in Nursing Practice Award, 2002  
Graduate Carter Scholarship, Texas Woman's University, 1999-2000, 2000-2001, 2001-2002

### **Professional Affiliations**

American Association of Critical Care Nurses, 1986-2012,  
Multiple offices in SWLA, Chesapeake Bay, and Greater Oklahoma City Chapters.  
American Nurses Association, Louisiana State Nurses Association, 2000-current  
Education Council, 2009  
Woodard Scholarship Committee – 2009 – 2013  
Continuing Education Reviewer, 2016-2018  
Calcasieu Medical Reserve Corp, 2008 – current  
Louisiana Council of Administrators in Nursing Education (LaCANE), 2012 – current  
Vice-Chair, 2016 - 2018  
Bylaws Chr., 2014 – 2016  
LaCANE Representative for State Nursing Supply & Demand Council, 2013 - 2018  
National League for Nursing, 2000-current  
Sigma Theta Tau International Honor Society of Nursing, 1992-current  
Kψ Chapter, MSU, South Louisiana Intercollegiate Research Day Planning Chair, 2017  
Kψ Chapter, MSU, JA Adams Scholarship Selection Committee Chair, 2009 – current  
Kψ Chapter, MSU, Leadership Succession Chair, 2007—2008  
Kψ Chapter, MSU, Biennial Convention Chapter Delegate and Moderator, 2007  
Kψ Chapter, MSU, President, 2004 -- 2006  
Kψ Chapter, MSU, President Elect, 2003  
Kψ Chapter, MSU, Biennial Convention Chapter Delegate, 2003  
Kψ Chapter, MSU, Counselor, 1999-2002  
Southern Nursing Research Society, 2006 – current  
SWLA Area Health Education Center (AHEC) Pharmacology Workshop Planning Committee, 2019

### **University Service**

Search committee for Graduate School Director, 2019  
BOR Enhancement Proposal Review Committee, 2017  
Graduate Council, 2013 – current  
Ad Hoc Committee for Academic Integrity, 2004-2015; 2018- current  
Chr. Academic Integrity Panel, 2014 – 2015

Faculty Senate, 2012 – 2015

Academic Affairs, subcommittee, 2012 – 2015

Faculty Senate Faculty Satisfaction Tool Development Committee, 2011

Faculty Senate Tenure/Promotion Committee, 2011 – 2015

MOODLE Advisory Team, 2011

Ad Hoc MSU Professional Development Committee, 2012 - 2013

Undesignated Professorships Award Committee, 1995 - 1998; 2012 – 2013

Ad Hoc Shearman Research Awards Committee, 2007 -2013

Advisory Committee, Dietetics Program, McNeese State University, 2000-current

Statewide Articulation Transfer Council, Sub-Committee for Nursing, 2010-2011

Undergraduate Research Scholar Program, Faculty Mentor, 2009, 2010, 2014

Academic Summit, ULL, 2014

McNeese State Wesley Foundation, Board of Directors, 2008 – 2012, 2015 - current

Faculty Advisor – 2015 - current

Secretary – 2010 -2012

Fund raising chair – 2019 – current

Weekly Softball/baseball concessions – 2017-2019

### **College Service**

Graduate Faculty Committee, 2016 - current

Deans Council, 2016 – current

ICMSN Communication Committee, 2017

Chair, 2017 – 2019

ICMSN Curriculum Committee, 2013 – current

Ad Hoc Curriculum/Nurse Educator Concentration, 2010 – current

Chair – 2016 - current

ICMSN Program Evaluation Committee, 2007- current

Chair – 2012-2015

Faculty Excellence Committee, 2004 – 2019

Curriculum Committee, 2002 – 2004, 2006

### **Community Service**

Board of Higher Education & Campus Ministries, LA Conference, United Methodist Church, Member, 2018- current

Henning Memorial United Methodist Church, Sulphur, LA

Administrative Council Chair, 2012-2014

Community Christmas Dinner Chair, 2016, 2017, 2019

Sleep in Heavenly Peace, Sulphur Chapter, Volunteer, 2019 – current

## References

1. Jennifer Barrow, MSN, RN, CNE  
Assistant Professor, CONHP  
McNeese State University  
337 475-5836 (ofc)  
337 475-5925 (FAX)  
[jbarrow@mcneese.edu](mailto:jbarrow@mcneese.edu)
2. Paula Hellums, EdD, RN  
Vice Chancellor for Academic Affairs  
SOWELA Technical Community College  
[Paula.hellums@sowela.edu](mailto:Paula.hellums@sowela.edu)  
337 421-6570 (ofc)  
337 513 8061 (cell)  
337 491-2443 (FAX)
3. Laurie Kinchen, DNP, APRN-CPNP  
Graduate Coordinator & Assistant Professor  
Southeastern Louisiana University  
College of Nursing and Health Sciences  
[Laurie.kinchen@southeastern.edu](mailto:Laurie.kinchen@southeastern.edu)  
(985) 549-5045 (ofc)  
(985) 974-0598 (cell)
4. Eddie Lyons, PhD  
Professor & Director of Graduate Studies  
McNeese State University  
337 475-5692 (ofc)  
337 475-5699 (FAX)  
[elyons@mcneese.edu](mailto:elyons@mcneese.edu)
5. S. Mark McMurry  
McMurry Leadership & Management LLC  
337 527-0646  
[smmcmurry@gmail.com](mailto:smmcmurry@gmail.com)

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

**PERSONNEL COMMITTEE**

**December 3, 2020**

**Item J.2.**      **McNeese State University's** request for approval to appoint Mr. Heath Schroyer as Athletic Director/Head Men's Basketball Coach effective January 1, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Mr. Heath Schroyer as Athletic Director/Head Men's Basketball Coach effective January 1, 2021 at an annual salary of \$223,582. 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 Mr. Heath Schroyer as Athletic Director/Head Men's Basketball Coach effective January 1, 2021.*



J.2.

November 10, 2020

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

Dear Dr. Henderson:

McNeese State University requests approval to appoint Mr. Heath Schroyer as Athletic Director/Head Men's Basketball Coach.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the December 3, 2020 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel  
President

Attachments

# Heath Schroyer

---

3734 Willow Wood Dr. Lake Charles, LA 70605 / (702) 419-6698  
heathschroyer@gmail.com

## **EDUCATION**

National University/Fresno, CA - Masters in Institutional Leadership  
Armstrong State University/Savannah, GA – Bachelor in Liberal Studies  
DeMatha Catholic High School/Hyattsville, MD – Coaching Fraternity

## **EXPERIENCE**

### ***July 1, 2020 – Present Interim Athletics Director McNeese State University***

- Oversaw and Led the Athletic Department through two hurricanes and a global pandemic.
- Helped recruit the new Executive Director of McNeese Foundation
- Oversaw and helped develop Covid testing policies and procedures for our entire Athletic Department
- Negotiated a 2nd buy game for \$230,000 with Montana State for the fall of 2022
- Saved \$100,000 by eliminating all preseason contests for Women's Volleyball and Women's Soccer
- Secured 40,000 dollars for our Men's and Women's Basketball teams to relocate for practice during a Pandemic
- Secured out of town practice facilities and housing for our Men's and Women's basketball teams following two hurricanes and a pandemic
- Secured a home site for the Men's and Women's basketball teams to compete for the 20-21 season

### ***March 2018 – Present Head Men's Basketball Coach McNeese State University***

- Primary emphasis on increasing Community and Alumni partnerships in the local community as well as focusing cultivating regional and national partnerships
- Developing partnerships with community to increase ticket sales
- Increased ticket sales significantly in the past two years
- Developed the Platinum Club for basketball – club raised over \$400,000 over first 2 years
- Developed and implemented a dinner and silent auction to raise \$115,000 in 2018 and \$254,000 in 2019
- Supervisor for men's basketball, including budget, personnel, review, and short and long term goal setting
- Assist coaches in arranging field and gym practices and handle logistics for providing assistance to visiting teams
- Develop and implement innovative approaches and solutions; work well independently and in teams; and be flexible in accepting new responsibilities

### ***2017-2018 Associate Head Men's Basketball Coach Brigham Young University – Provo, Utah***

- Coordinated recruiting, player development, and scouting reports
- Collaborated with college administration to ensure program advancement
- Responsible for implementing the defensive game plans throughout the season

***2016-2017 Associate Head Men's Basketball Coach      North Carolina State University – Raleigh, North Carolina***

- Responsible for implementing the defensive game plans throughout the season
- Coordinated all east coast and southeast recruiting

***2014-2016 Head Men's Basketball Coach      University of Tennessee Martin – Martin, Tennessee***

- Primary emphasis on increasing Community and Alumni partnerships in the local community as well as focusing on cultivating regional and national partnerships
- Developing partnerships with community to increase ticket sales
- Won OVC West Championship (2015)
- CIT Final Four (2014)
- Supervisor for men's basketball, including budget, personnel review, and short and long term goal setting
- Assist coaches in arranging field and gym practices and handle logistics for providing assistance to visiting teams
- Worked closely with the Athletic Director to enhance attendance and community involvement

***2011-2014 Associate Head Men's Basketball Coach      University of Nevada Las Vegas – Las Vegas, Nevada***

- Recruiting coordinator
- Develop and implement innovative approaches and solutions; work well independently and in teams; and be flexible in accepting new responsibilities
- Worked closely with university personnel to enhance and promote the program through attendance, fundraising and community outreach

***2007-2011 Head Men's Basketball Coach      University of Wyoming – Laramie, Wyoming***

- Supervisor for men's basketball, including budget, personnel review, and short and long term goal setting
- Assist coaches in arranging field and gym practices and handle logistics for providing assistance to visiting teams
- Worked closely with the Athletic Director to enhance attendance and community involvement
- Top three turn around school in the nation (APR)

***2005-2007 Associate Men's Basketball Coach      California State University – Fresno, California***

- Responsible for implementing the defensive game plans throughout the season
- Worked closely with the Athletic Director to enhance attendance and community involvement

***2002-2005 Head Men's Basketball Coach      Portland State University – Portland, Oregon***

- Worked closely with school personnel the Athletic Director to enhance the basketball program to include setting attendance records
- Won the first Division I championship of any sport in school history
- Supervisor for men's basketball, including budget, personnel review, and short and long term goal setting

***2001-2002 Assistant Men's Basketball Coach      University of Wyoming – Laramie, Wyoming***

***1997-2001 Assistant Men's Basketball Coach      Brigham Young University – Provo, Utah***

***1996-1997 Assistant Men's Basketball Coach      Fresno State University – Fresno, California***

References available upon request

McNeese State University  
**JUSTIFICATION FOR POSITION**  
**Athletic Director/Head Men's Basketball Coach**  
**Department of Athletics/Office of Athletics Director**  
**U99029**

Head Men's Basketball Coach, Heath Schroyer, assumed the interim Athletic Director title and duties/responsibilities, along with additional pay, in June 2020 after a failed search for a new athletic director.

Based upon his exceptional leadership and performance in administering the department, engaging booster clubs and support, along with exceptional fundraising, the decision has been made to make the Athletic Director duties/responsibilities ongoing for Heath Schroyer.

We will not move forward to fill the Athletic Director as a sole position and request that the additional duties/responsibilities and title of Athletic Director/Head Men's Basketball Coach be made ongoing effective January 1, 2021.



Dr. Daryl V. Burckel  
President

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

**PERSONNEL COMMITTEE**

**December 3, 2020**

**Item J.3.**      **Northwestern State University's** request for approval to appoint Dr. Joel Hicks as Interim Dean of the College of Nursing and Allied Health effective January 4, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Joel Hicks as Interim Dean of the College of Nursing and Allied Health effective January 4, 2021 at an annual salary of \$122,400. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University's request to appoint Dr. Joel Hicks as Interim Dean of the College of Nursing and Allied Health effective January 4, 2021.***



# NORTHWESTERN STATE

Office of the President

310 Sam Sibley Drive  
Caspari Hall - Suite 223  
Natchitoches, LA 71497  
(O) 318-357-6441  
(F) 318-357-4223

J.3.

November 10, 2020

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

Re: Appointment of Dr. Joel Hicks as Interim Dean, College of Nursing and Allied Health

Dear Dr. Henderson:

Northwestern State University is submitting the following items to be placed on the agenda for approval at the December 20 Board meeting:

*Appointment of Dr. Joel Hicks as Interim Dean, College of Nursing and Allied Health at an annual salary of \$122,400 for the period of January 4, 2021-June 30, 2021.*

Thank you for your consideration of these requests.

Sincerely,

Dr. Chris Maggio  
President

Attachment

DEDICATED TO ONE GOAL. **YOURS.**™



Joel M. Hicks, EdD, RT(R)

15155 Johns Rd • Keatchie, LA 71046 • (318) 677-3072

---

## Employment

---

Assistant Dean	2020-Present
Director of School of Allied Health	2017-Present
Associate Professor (Tenured)	(2016-Present)
Honors Coordinator	(2011-2016)
Clinical Coordinator	(2013-2016)
Assistant Professor	(2010-2016)
<i>Northwestern State University</i>	<i>Shreveport, Louisiana</i>

Responsible for supervision and evaluation of the undergraduate and graduate programs housed in the School of Allied Health which include the Bachelor of Science in Radiologic Sciences (BSRS), Radiologic Technologist to Bachelor of Science in Radiologic Sciences (RT to BSRS), Bachelor of Applied Science in Allied Health (BASAH), Post-Baccalaureate Certificate Programs (CT, MRI, and Cardiovascular Imaging), and the Master of Science in Radiologic Sciences (MSRS) programs. Taught a wide variety of courses in the classroom, online, and via compressed video for undergraduate and graduate programs.

Other responsibilities include curriculum development, faculty supervision and evaluation, and program evaluation. Actively participated in grant writing, scholarly research, publication, and presentations. Manage the accreditation process for the BSRS program. I am actively involved with university assessment and accreditation. I developed a Post-Baccalaureate Certificate Program in Invasive Cardiovascular Technology, which was implemented in spring 2018, and a Computed Tomography certificate program, which was implemented in fall 2019.

<b>Adjunct Online Faculty</b>	2015-2017
<i>Bacone College</i>	<i>Muscogee, Oklahoma</i>

Responsible for didactic course design and delivery to undergraduate students in a medical imaging program. Courses taught include Principles of Medical Imaging Sciences, Public Health Services in Contemporary Society, Quality Management, Administration and Supervision, Clinical Management, and Special Topics in Imaging.

<b>Item Writer</b>	2015-2017
<i>Elsevier-HESI</i>	

Serve as a subject matter expert in all radiologic science fields. Collaborate with editors while writing and reviewing items for HESI registry review publications.

<b>Technologist, Heart Cath Lab (PRN)</b>	2013-2017
<i>Christus Highland Health System</i>	<i>Shreveport, Louisiana</i>

Performed the duties of radiologic technologist during all routine and interventional cardiac and peripheral procedures. Maintain a thorough understanding of patient care, including telemetry interpretation and ACLS.

**Clinical Design Analyst**  
*Willis-Knighton Health System*

2009-2010  
*Shreveport, Louisiana*

Combined clinical knowledge, Lean Healthcare and Six Sigma strategies, and computer programming skills to effect positive clinical transformation within the healthcare setting. Designed platforms that enabled CPOE and point-of-care documentation by medical staff. Educated physicians and medical personnel in the use and benefits of EMR through ongoing workshops.

**Radiologic Technologist, Heart Cath Lab**  
*Willis-Knighton Health System*

2000-2009  
*Shreveport, Louisiana*

Performed the duties of radiographer during all routine and interventional cardiac and peripheral procedures. Coordinated research for various cardiologists in the preparation of scholarly manuscripts. Proctor for new devices introduced into the cath lab. Preceptor for new employees. Cath Lab Safety Officer responsible for ensuring adherence to radiation safety principles. Maintained a thorough understanding of patient care, including telemetry interpretation and ACLS.

**Radiologic Technologist, Gastrointestinal Lab**  
*Willis-Knighton Health System*

1998-2000  
*Shreveport, Louisiana*

Performed the duties of a staff radiologic technologist and lead radiologic technologist during endoscopic procedures. Proctor for new devices introduced into the endoscopy lab. Preceptor for new employees.

**Radiologic Technologist, Emergency Room**  
*LSU Health Sciences Center*

1995-1998  
*Shreveport, Louisiana*

Performed the duties of radiologic technologist to quickly and efficiently obtain radiographs in a trauma setting (Level I Trauma Center). Assist physicians in all aspects of fluoroscopic procedures, including trauma surgery procedures.

**Radiologic Technologist**  
*Mobile X-Ray Services of Shreveport-Bossier*

1994-1995  
*Shreveport, Louisiana*

Performed the duties of radiographer to obtain radiographs and electrocardiograms quickly and efficiently in a variety of patient settings including retirement homes, long-term acute care rehabilitation hospitals, psychiatric hospitals, and in private residences.

## Education

Doctor of Education Developmental Education/Educational Leadership <i>Grambling State University</i>	December, 2016  <i>Grambling, LA</i>
Master of Science in Radiologic Sciences (Administration Track) <i>Midwestern State University</i>	May 2009  <i>Wichita Falls, Texas</i>
Bachelor of Science in Radiologic Technology <i>Northwestern State University</i>	May, 2006 <i>Shreveport, Louisiana</i>
Certificate, Radiologic Technology <i>Louisiana State University Health Sciences Center School of Radiologic Technology</i>	May, 1994 <i>Shreveport, Louisiana</i>

## Licensure

- ARRT Registered Technologist in Radiography #286254
- Louisiana State Radiologic Technologist #5244
- AHA Certified BLS Instructor #04130169452
- AHA ACLS Certification

## Professional Affiliations

- American Registry of Radiologic Technologists
- American Society of Radiologic Technologists
- Association of Collegiate Educators in Radiologic Technology
- Association of Educators in Imaging and Radiologic Sciences
- Louisiana Society of Radiologic Technologists
- National Association of Developmental Educators
- National Association of Academic Advisors

## Grants

- 2020-principal investigator for Louisiana Board of Regents grant “Enhancing Radiologic Science Education through Cutting Edge Digital Imaging Equipment.” Grant amount requested \$61,250 (unfunded)
- 2018- principal investigator for NSU Student Technology Fee Grant “Enhancing Radiologic Technology Instruction Utilizing Enhanced Digital Imaging.” Grant awarded: \$6,444.98
- 2016- principal investigator for Louisiana Board of Regents grant “Enhancing Student Competencies in Radiologic Science Utilizing Virtual Radiography”. Grant awarded: \$78,894.00

## Awards & Honors

- ULS Management & Leadership Institute 2020-2021
- NSU Leads Leadership program 2020
- Recipient of the Caroline Romine Endowed Professorship, 2020-2021
- Recipient of the Caroline Romine Endowed Professorship, 2019-2020
- Recipient of the Caroline Romine Endowed Professorship, 2018-2019
- Recipient of the Caroline Romine Endowed Professorship, 2017-2018
- ASRT Leadership Academy for Educators, 2015

- Faculty Marshall, Spring 2015 Commencement
- CONSAH “Above and Beyond” award, 2015
- Recipient of the Carolyn Cole Saunders Endowed Professorship, 2013-2014
- NSU Provost’s “Above and Beyond” award, 2012
- Midwestern State University academic scholarship 2006-2008.

## Service to the University

---

- Northwestern State University Strategic Instructional Educational Council, 2020-present
- Northwestern State University Institutional Effectiveness Committee, 2018-Present
- Northwestern State University Strategic Planning Committee, 2015-Present
- Northwestern State University Market Responsiveness Subcommittee, 2016-Present
- Calendar Committee, 2016-Present
- Northwestern State University Faculty Senate (Vice-president), 2015-2017
- Committee on Committees (Chair), 2015-2017
- Senate Executive Committee, 2013-2017
- SACSCOC Student Affairs Committee, 2015
- Faculty Standards Committee (Chair), 2013-2015
- Northwestern State University Faculty Senate (Secretary), 2013-2015
- Northwestern State University Faculty Senate, 2010-Present
- Northwestern State University Graduate Council, 2014-Present
- Radiologic Technology Curriculum Committee Member, 2010-Present
- Radiologic Technology Program Advisory Council Member, 2010-Present
- Radiologic Technology Appeals Committee, 2010- Present
- CONSAH Student Affairs Committee Member, 2010-2014
- CONSAH APDG Committee Member, 2010-2014

## Service to Professional Organizations

---

### Association of Collegiate Educators in Radiologic Sciences (ACERT)

- 3-Minute Thesis Competition Committee Member, 2016-present
- Student Essay Committee Member, 2016-present

### American Society of Radiologic Technologists (ASRT)

- Delegate, ASRT House of Governance (Orlando, FL), 2017
- Delegate, ASRT House of Governance (Las Vegas, NV), 2016
- ASRT Grass Roots Network Member, 2011- present

### Louisiana Society of Radiologic Technologists (LSRT)

- Chairman of the Board, 2018-present
- Judge, 2018 Student Quiz Bowl
- Moderator, LSRT Student Bee
- Immediate Past-President, 2017-present
- President, 2016-2017
- LSRT Radiation Protection Taskforce, 2016-2017
  - Sought and was awarded ASRT Affiliate Development grant to fund radiation protection in the state
- President-elect, 2015-2016
- 1<sup>st</sup> Vice-President, 2014-2015
- Mid-Winter Seminar Planning Committee, 2015
- LSRT Marketing and Advertising Taskforce, 2014-2015
- 2<sup>nd</sup> Vice-President, 2013-2014

- Co-chair Mid-Winter Seminar Planning Committee, 2012
- Membership Committee Member, 2011-present

NORWELLA Society of Radiologic Technologists

- Vice-president, 1997-1999

## Community Service

---

- (September 2018) Volunteered healthcare services for Remote Area Medical Clinic in Lake Charles, LA.
- (December 2017) Volunteered healthcare services for Remote Area Medical clinic in Houston, TX. Helped to provide health care services to over 600 patients.
- (November 2016) Volunteered CPR instructor for Naval Reservists
- (December 2015) Participated in item drive for Safe Haven (homeless veteran shelter).
- (November 2015) Volunteered CPR instructor for Naval Reservists
- (2010-2015) Volunteer youth football coach for Shreveport Parks and Recreation league

## Publications

---

Aaron, L., **Hicks, J.**, & McKnight, A. (2020). Reflection as a tool for personal and professional development. (submitted for publication to *Radiologic Technology*).

Myers, W., & **Hicks, J.** (2018). Overcoming combat-related learning deficiencies in the radiography classroom. *Radiologic Science & Education*, 23(1), 25-32.

Hicks, J. (2016). Perceptions and attitudes of students in an online allied health program regarding academic advising methods. (Order No. 10250875). Available from ProQuest Dissertations & Theses A&I.

Hicks, J. (2016). Bookshelf: Pearls and pitfalls in cardiovascular imaging: Pseudolesions, artifacts, and other difficult diagnoses. *Radiologic Technology*, 88(1), 72.

Hicks, J. (2011). Leader communication styles and organizational health. *The Health Care Manager*, 30(1) 86-91.

Hicks, J. & Britt, B. (2010). Management qualities and their effect on employee satisfaction, part 1. *Radiology Management*, 32 (3), 18-23.

Hicks, J. & Britt, B. (2010). Management qualities and their effect on employee satisfaction, part 2. *Radiology Management*, 32 (4), 58-62.

## Textbooks & Online Material

---

Hicks, J. (2020). *Mosby's Radiography Online: Introduction to Imaging Sciences and Patient Care 3<sup>rd</sup> Ed.* Elsevier/Elsevier.

Curtis, T. & **Hicks, J.** (2019). *Mosby's digital image consult, 1<sup>st</sup> Ed.* St. Louis, MO: Mosby Elsevier. ISBN: 9780323641364

Hicks, J. (2017). *Mosby's Radiography Online: Introduction to Imaging Sciences and Patient Care, 2<sup>nd</sup> Ed.* Elsevier/Elsevier.

## Book Reviews

---

- Johnson, R. B., & Christensen, L. (2017). *Educational research: Quantitative, qualitative, and mixed methods*. Los Angeles, CA: Sage.
- Adler, A., & Carlton, R. (2015). *Introduction to radiologic sciences and patient care*. (6<sup>th</sup> ed.). St. Louis, MO: Mosby Elsevier.
- Bontrager, K. L. & Lampignano J. P. (2014). *Pediatric Radiography. Textbook of radiographic positioning and related anatomy* (8th ed.) St. Louis, MO: Mosby Elsevier.
- Bushong, S. C., & Clarke, G. (2014). *Magnetic resonance imaging: Physical and biological principles*. (4<sup>th</sup> ed.). St. Louis, MO: Mosby Elsevier.
- Johnson, R. B., & Christensen, L. (2014). *Educational research: Quantitative, qualitative, and mixed methods*. Los Angeles, CA: Sage.
- Linn-Watson, T. (2014). *Radiographic Pathology* (2<sup>nd</sup> ed.). Baltimore, MD: Lippincott, Williams, & Wilkins.

## Article Reviews

---

- “Standardizing Digital Radiography Terminology” (September 2020). Accepted to *Radiologic Technology*.
- “Code Strokes in the Emergency Department” (June 2020). Accepted to *Radiologic Technology*.
- “Radiologic Techniques to Aid in Diagnosis of Suspected Left Ventricular Assist Device (LVAD) Driveline Damage” (January 2020). Accepted to *Radiologic Technology*.
- “Digital Radiography Reject Analysis: Results of a Survey Among Dutch Hospitals” (November 2019). Accepted to *Radiologic Technology*.
- “Health Organization Management” (June 2019). Accepted to *Radiologic Technology*.

## Presentations & Research

---

### National

- Hicks, J., & Aaron, L.** (July 2020). “Improving Quality in Quality Improvement Courses.” Presented at Association of Educators in Radiologic Science Annual Conference (virtual conference)
- Hicks, J. (February 2019). “Creating a Positive Patient Experience.” Presented at Association of Collegiate Educators in Radiologic Technology (ACERT) 44<sup>th</sup> Annual Conference, Las Vegas, NV.
- Hicks, J. (March 2018). “Student Perceptions Regarding Academic Advising in an Allied Health Program.” Presented at Association of Educators in Radiologic Science Educator Workshop, in conjunction with the Atlanta Society of Radiologic Technologists bi-annual meeting, Atlanta, GA.
- Hicks, J. (April 2014). “Retention of Nontraditional Students.” Presented at the AEIRS Educator Workshop, in conjunction with the Ohio Society of Radiologic Technologists Annual Meeting, Cincinnati, OH.

## State & Regional

**Hicks, J., & Haynes, K.** (November 2018). "Improving Patient Care and Professionalism in the Clinical Environment." College of Nursing and School of Allied Health Clinical Workshop presented November 7, 2018, in Shreveport, LA.

Hicks, J. (July 2018). "The Importance of Advising in Radiologic Science Programs." Council of Louisiana Educators in Radiologic Science (LERS) lecture, presented at the Louisiana Society of Radiologic Technologists Annual Conference, Baton Rouge, LA.

Hicks, J. (July 2018). "Creating a Positive Patient Experience." Presented at the Louisiana Society of Radiologic Technologists Annual Conference, Baton Rouge, LA.

Hicks, J. (February 2018). "Perceptions of Students in an Online Allied Health Program Regarding Academic Advising Methods." Presented at National Association of Academic Advisors (NACADA) Region 7 Conference, Little Rock, AR.

Hicks, J. (March 2017). "The Beat Goes On: Treatment of Cardiac Arrhythmias." Presented at Louisiana Society of Radiologic Technologists Mid-Winter Seminar, Alexandria, LA.

Hicks, J. (March 2017). "What Does the LSRT Have to Offer You?" Presented at Louisiana Society of Radiologic Technologists Mid-Winter Seminar, Alexandria, LA.

Hicks, J. (February 2017). "An Update on Radiation Safety." Presented at New Cardiovascular Horizons: Multidisciplinary Strategies for Advanced Treatment Of Peripheral Artery Disease and Endovascular Therapy, Shreveport, LA.

Hicks, J. (July 2016). "Setting Yourself Apart in the Workplace." Presented at Louisiana Society of Radiologic Technologists Annual Conference, Baton Rouge, LA.

Hicks, J. (February 2016). "Elevating the Radiologic Science Profession through Three Daily Steps." Presented at Louisiana Society of Radiologic Technologists Mid-Winter Seminar, Alexandria, LA.

Curtis, T., **Hicks, J.**, & Delacerda, K. (November 2014). "Emerging Trends in Radiologic Sciences: Impact of HITECH Act on EMR." Presented at Northwestern State University Clinical Instructor Workshop, Shreveport, LA.

Hicks, J. (March 2014). "Vascular Interventions: A Look inside the Radiographer's Toolbox." Presented at the Louisiana Society of Radiologic Technologists Mid-Winter Seminar, Monroe, LA.

Hicks, J. (July 2013). "Understanding the Goals, Obstacles, and Motivations of the Nontraditional Student." Council of Louisiana Educators in Radiologic Science (LERS) lecture, presented at the Louisiana Society of Radiologic Technologists Annual Conference, Baton Rouge, LA.

Wood, B., **Hicks, J.**, Delacerda, K., & Cook, K. (March 2013). "iPad Integration in Radiologic Science." Research poster presented at 26<sup>th</sup> Annual Northwestern State University Research Day.

Hicks, J. (November 2012). "Radiation Safety in the Interventional Lab." Presented at New Cardiovascular Horizons: Multidisciplinary Strategies for Advanced Treatment Of Peripheral Artery Disease and Limb Preservation, Shreveport, LA.

Hicks, J. (November 2011). "Radiologic Assessment of Peripheral Arterial Disease." Presented at New Cardiovascular Horizons: Multidisciplinary Strategies for Advanced Treatment of Peripheral Artery Disease and Limb Preservation, Shreveport, LA.

Hicks, J. (August 2011). "Becoming a Better Boss: Lessons from the Frontlines of the Radiology Department. Presented at the Louisiana Society of Radiologic Technologists, New Orleans, LA, annual meeting.

Hicks, J. (February 2011). "Diagnosis and Treatment of Critical Limb Ischemia." Presented at Louisiana Society of Radiologic Technologists Mid-Winter Seminar, Monroe, LA.

Hicks, J. (February 2010). "The Role of the Radiographer in the Pursuit of Clinical Transformation." Presented at Louisiana Society of Radiologic Technologists, Mid-Winter Seminar, Shreveport, LA.

Hicks, J. (March 2009). "Advances in Peripheral Vascular Interventions." Presented at Louisiana Society of Radiologic Technologists, Mid-Winter Seminar, Alexandria, LA.

Hicks, J. (May, 2006). Guest speaker at Northwestern State University's Radiologic Science graduation recognition ceremony.

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

**PERSONNEL COMMITTEE**

**December 3, 2020**

**Item J.4.**      **Northwestern State University's** request for approval to appoint Dr. Francene Lemoine as Dean of the College of Arts and Sciences effective January 4, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Francene Lemoine as Dean of the College of Arts and Sciences effective January 4, 2021 at an annual salary of \$127,400. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University's request to appoint Dr. Francene Lemoine as Dean of the College of Arts and Sciences effective January 4, 2021.***



# NORTHWESTERN STATE

Office of the President

310 Sam Sibley Drive  
Caspari Hall - Suite 223  
Natchitoches, LA 71497  
(O) 318-357-6441  
(F) 318-357-4223

J.4.

November 30, 2020

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

Re: Appointment of Dr. Francene Lemoine as Dean, College of Arts and Sciences and  
Professor December 2020 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the  
agenda for approval at the December 2020 Board meeting:

*Appointment of Francene Lemoine Dean, College of Arts  
and Sciences and Professor, at an annual salary of  
\$127,400 beginning on January 4, 2021.*

Please find attached Dr. Lemoine's current vita and transcript.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio  
President

Attachments

DEDICATED TO ONE GOAL. **YOURS.**™



**Francene Jeansonne Lemoine, Ph.D.**  
**Interim Dean, College of Arts and Sciences**  
**Professor, School of Biological and Physical Sciences**

**Home Address**

224 Celina Drive  
Natchitoches, LA 71457  
(318) 352-2538

**Work Address**

Northwestern State University  
College of Arts and Sciences  
Room 128 Caspari Hall  
Natchitoches, LA 71497  
Phone (318) 357-4330 or (318) 357-5805  
Fax (318) 357-4255  
Email lemoinef@nsula.edu

**Academic Appointments**

Northwestern State University  
College of Arts and Sciences  
Natchitoches, LA  
July 2019 – present  
Interim Dean

Northwestern State University  
School of Biological and Physical Sciences  
Natchitoches, LA  
July 2015 – June 2019  
Director

Northwestern State University  
Department of Biology, Microbiology, and Veterinary Technology  
Natchitoches, LA  
August 2018 – present  
Professor

Northwestern State University  
Department of Biology, Microbiology, and Veterinary Technology  
Natchitoches, LA  
August 2010 – 2018  
Associate Professor

Northwestern State University  
Department of Biological Sciences  
Natchitoches, LA  
September 2006 – July 2010  
Assistant Professor

## Education

University of Louisiana System  
Management & Leadership Institute  
August 2018 – May 2019

Duke University Medical Center  
Department of Molecular Genetics and Microbiology  
Durham, NC  
March 2005 – September 2006  
Postdoctoral Fellow  
Advisor: Dr. Thomas D Petes

University of North Carolina at Chapel Hill  
School of Medicine, Lineberger Comprehensive Cancer Center  
Chapel Hill, NC  
Sept 2002 – Feb 2005  
Postdoctoral Fellow  
Advisor: Dr. Thomas D Petes

Baylor College of Medicine  
Interdepartmental Program in Cell and Molecular Biology/ Department of  
Molecular Virology and Microbiology  
Houston, TX  
Aug 1997 – July 2002  
Mentor: Dr. Susan J Marriott  
Ph.D. in Cell and Molecular Biology, July 2002  
Dissertation Title: Dysregulation of Cell Cycle Progression and Genomic  
Stability by the Human T Cell Leukemia Virus Type I (HTLV-I)  
Oncoprotein, Tax

University of Southwestern Louisiana  
Department of Biology  
Lafayette, LA  
June 1993 – May 1997  
B.S. in Biology, May 1997

## Grants and Fellowships

Undergraduate Enhancement Grant, Louisiana Board of Regents, 2007  
Project Title: Establishment of Modern Genetics and Molecular Biology  
Laboratories  
Principal Investigator: Zafer Hatahet  
Co-investigator: Francene J Lemoine

Special Fellow Career Development Award, Leukemia & Lymphoma Society,  
2006

## Lemoine, Curriculum Vitae

Project Title: Characterization of Chromosome Fragile Sites in Yeast  
Project Number: 3427-07  
Principal Investigator: Francene J Lemoine

Northwestern State University Enrichment Fund Program Proposal Stimulus  
Award, 2006  
Project Title: Identification and Characterization of Yeast Chromosome  
Fragile Sites  
Project Number: NEF PS 06-07 003  
Principal Investigator: Francene J Lemoine

Ruth L. Kirschstein National Research Service Award, National Institutes of  
Health, 2005  
Project Title: Characterization of Chromosome Fragile Sites in Yeast  
Project Number: 1 F32 GM076993-01  
Principal Investigator: Francene J Lemoine

Sigma Xi Grant-In-Aid of Research, 2000

Undergraduate Summer Research Fellow, NSR/EPSCoR LA Molecular Evolution  
Center, Department of Biology, University of Southwestern Louisiana,  
1995

### Professional Associations

American Society for Microbiology  
Association of Southeastern Biologists  
Louisiana Academy of Sciences  
National Science Teachers Association

### Honors

Northwestern State University Alumni Association Excellence in Teaching  
Award, Northwestern State University College of Science and  
Technology, 2010  
  
National Research Service Award (NIH) Postdoctoral Trainee, Lineberger  
Comprehensive Cancer Center, University of North Carolina at Chapel  
Hill School of Medicine, 2002-2004  
  
National Research Service Award (NIH) Predoctoral Trainee, Department of  
Molecular Virology and Microbiology, Baylor College of Medicine, 1998-  
2000  
  
Claude W Smith Award for Academic Excellence, Interdepartmental Program in  
Cell and Molecular Biology, Baylor College of Medicine, 1997, 1998,  
2000

Andrew R Rice Outstanding Science Graduate Award, Department of Biology,  
University of Southwestern Louisiana, 1997

Magna Cum Laude Graduate, University of Southwestern Louisiana, 1997

### Publications

- Dayaram T, **Lemoine FJ**, Donehower LA, Marriott SJ. 2013. Activation of WIP1 Phosphatase by HTLV-1 Tax Mitigates the Cellular Response to DNA Damage. *PLoS One*. 8(2): e55989.
- Lemoine, FJ**, NP Degtyareva, K Lobachev, and TD Petes. 2008. Reduced Levels of DNA Polymerase Delta Induce Yeast Chromosome Fragile Site Instability. *Mol Cell Biol*. 28(17): 5359-5368.
- VanHulle, K, **FJ Lemoine**, V Narayanan, B Downing, K Hull, C McCullough, M Bellinger, K Lobachev, TD Petes, and A Malkova. 2007. Inverted DNA repeats channel repair of distant double-strand breaks into chromatid fusions and chromosomal rearrangements. *Mol Cell Biol*. 27(7): 2601-2614.
- Mieczkowske, PA, **FJ Lemoine**, and TD Petes. 2006. Recombination between retrotransposons as a source of chromosome rearrangements in the yeast *Saccharomyces cerevisiae*. *DNA Repair*. 5(9-10): 1010-1020.
- Lemoine, FJ**, NP Degtyareva, K Lobachev, and TD Petes. 2005. Chromosomal Translocations in Yeast Induced by Low Levels of DNA Polymerase: A Model for Chromosome Fragile Sites. *Cell*. 120(5): 587-598.
- Lemoine, FJ** and SJ Marriott. 2002. Genomic Instability Driven by the Human T Cell Leukemia Virus Type I (HTLV-I) Oncoprotein, Tax. *Oncogene*. 21(47): 7230-4.
- Marriott, SJ, **FJ Lemoine**, and KT Jeang. 2002. Broken DNA and Mis-counted Chromosomes: HTLV-I Tax Oncoprotein and Genetic Lesions in Transformed Cells. *J. Biomed. Sci*. 9(4): 292-8.
- Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2001. P53-independent Induction of Apoptosis by the Human T Cell Leukemia Virus Type I Tax Protein Following UV Irradiation. *Virology*. 291: 292-8.
- Lemoine, FJ**, DR Wycuff, and SJ Marriott. 2001. Transcriptional Activity of HTLV-I Tax Influences the Expression of Marker Genes Associated with Cellular Transformation. *Disease Markers*. 17: 129-137.

- Lemoine, FJ** and SJ Marriott. 2001. Accelerated G<sub>1</sub> Phase Progression Induced by the Human T Cell Leukemia Virus Type I (HTLV-I) Tax Oncoprotein. *J. Biol. Chem.* 276(34): 31851-7.
- Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2000. Suppression of DNA Repair by HTLV-I Tax Correlates with Tax Transactivation of PCNA Gene Expression. *AIDS Res. And Human Retroviruses.* 16: 1623-7.
- Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2000. HTLV-I Tax Sensitizes Cells to Apoptotic Cell Death Induced by DNA Damaging Agents. *Oncogene.* 19: 2240-8.
- Kao, S-Y, **FJ Lemoine**, and SJ Marriott. 2000. Effects of Human T Cell Leukemia Virus Type I (HTLV-I) on Genome Stability: Implications in the Progression of Adult T Cell Leukemia. *Res. Adv. in Virol.* 1: 1-12.

## References

### **Dr. James Henderson**

President  
University of Louisiana System  
Baton Rouge, LA  
(225) 342- 6950  
[Jim.Henderson@la.gov](mailto:Jim.Henderson@la.gov)

Dr. Henderson was President of Northwestern State University when I was first appointed to an administrative position. We also interacted extensively when I participated in the UL System's M&LI program.

### **Dr. Susan J. Marriott**

Professor  
Department of Molecular Virology and Microbiology  
Baylor College of Medicine  
Houston, TX  
(713) 798-4440  
[susanm@bcm.edu](mailto:susanm@bcm.edu)

Dr. Marriott was my graduate mentor during my doctoral work.

### **Dr. Steven Horton**

Executive Director  
Louisiana School for Math, Science, and the Arts  
Natchitoches, LA  
(318) 357-2500  
[shorton@lsmsa.edu](mailto:shorton@lsmsa.edu)

Dr. Horton was the Dean of the College of Arts and Sciences at Northwestern State University when I was first appointed to an administrative position. He was my direct supervisor for 2 years.

**Ms. Frances Conine**

Vice President of the Student Experience, Dean of Students  
Northwestern State University  
Natchitoches, LA  
(318) 357-5285  
[coninef@nsula.edu](mailto:coninef@nsula.edu)

Ms. Conine served as my on-campus, administrative mentor during my M&LI program experience. We have worked on many projects together when I was Director of the School of Biological and Physical Sciences as well as while I have been Interim Dean of the College of Arts and Sciences.

**Dr. Caprice Ieyoub**

Executive Director of Development  
University of Louisiana System  
Baton Rouge, LA  
(225) 219-0275  
[caprice.leyoub@ulsystem.edu](mailto:caprice.leyoub@ulsystem.edu)

Dr. Ieyoub is the Director of the UL System's M&LI program. We worked closely together during the 9-month experience and beyond.

**Dr. Michael Buckles**

Dean of the College of Liberal Arts  
McNeese State University  
Lake Charles, LA  
(318) 475-5192  
[mbuckles@mcneese.edu](mailto:mbuckles@mcneese.edu)

Dr. Buckles was one of my M&LI classmates. We worked closely together during the 9-month experience.

**Mr. J. Colby Lasyone**

Director of Professional Development  
Lone Star College  
Houston, TX  
(281) 881-3041  
[J.Colby.Lasyone@LoneStar.edu](mailto:J.Colby.Lasyone@LoneStar.edu)

Mr. Lasyone was a former student. He later worked as an Instructor for the School of Biological and Physical Sciences while I was Director.

**Mr. Millard Mangrum**

Assistant Professor  
Department of Biology, Microbiology, and Veterinary Technology  
Northwestern State University

Natchitoches, LA  
(318) 357-5260  
[mangrumm@nsula.edu](mailto:mangrumm@nsula.edu)

Mr. Mangrum was a colleague in the School of Biological and Physical Sciences for 7 years. Once I became Director, I was his direct supervisor.

**Ms. Abigail Poe**

Current Student, Beta Beta Beta President  
Northwestern State University  
Natchitoches, LA  
(816) 812-8730  
[apoe059889@nsula.edu](mailto:apoe059889@nsula.edu)

Ms. Poe is a current student in the School of Biological and Physical Sciences. She has taken classes that I instruct, and she serves as the president of a recognized student organization that I advise.

**Ms. Patricia Reed**

Current Student, Baptist Campus Ministry President  
Northwestern State University  
Natchitoches, LA  
(318) 470-1078  
[preed065250@nsula.edu](mailto:preed065250@nsula.edu)

Ms. Reed is a current student in the School of Biological and Physical Sciences. She has taken classes that I instruct, and she was a student worker in the main School office when I was Director.

## **My Educational Leadership Philosophy**

Traditionally, leadership is considered to be the activities of an individual that inspire others to work toward a common goal. Leadership in higher education is multifaceted and unique. At any one institution, there are multiple leaders working at different levels of the organization's structure. Each must work to overcome the individual challenges facing their respective units while also working collaboratively with other leaders to contribute to the overarching goal of the institution. I have been fortunate to serve at three different levels of leadership in higher education – as a faculty member, as a department head/director, and as a dean. Each experience has significantly impacted my personal and professional life and has shaped my personal philosophy on effective leadership in higher education which is based on three guiding principles - striving for academic excellence, developing and championing diverse environments, and building community. Below, I will outline my educational leadership philosophy, describe how I have implemented it during my academic career, and why I believe it will allow me to lead the College of Arts and Sciences at Northwestern State University to new heights.

Achieving academic excellence is a collaborative endeavor involving faculty, department heads/directors, and deans. It begins in the classroom and is facilitated primarily by faculty. As a faculty member, I have constructed rigorous and meaningful objectives for a host of courses at each undergraduate level, and I have developed course materials/methods that meet the needs of each of my students as they work to achieve those objectives. But sustained academic excellence isn't accomplished exclusively in the classroom. As a department head/director, I have worked in concert with faculty to construct innovative and responsive curricula designed to provide students with the knowledge, skills, and experiences necessary to succeed in their future careers. I have secured financial support, from external and internal sources, to provide faculty and students with the latest technologies essential for advanced science education and research. As a dean, I have worked to establish professional development opportunities to encourage faculty creativity and dedication. I have supported faculty research and scholarly activity to maintain their connection with their professional fields. I have worked with upper administration to increase the number of faculty/staff positions to allow departments to administer courses and serve students in the most productive ways possible. In each level of leadership which I have served, striving for academic excellence has been a guiding principle.

Developing diverse educational and workplace environments is a responsibility of leaders at all levels of an institution of higher education. As a faculty member, I encouraged and facilitated diversity of thought as I established my classroom's learning climate. I carefully constructed lessons and course materials/assessments to be more inclusive of students with different learning styles. As a department head/director, I utilized transparent and varied hiring and recruiting practices to establish diversity of faculty/staff/students in the department/school. These efforts resulted in an exemplary school with a diverse makeup of individuals with respect to race, ethnicity, gender, religion, sexuality, culture and experiences. As a dean, I worked with the various academic units within the College of Arts and Sciences to spark collaboration between seemingly unrelated areas. This collaboration provided unique associations that led to the development and implementation of coursework and curricula that engage students and faculty in rich and meaningful educational practices and push faculty/staff to explore the boundaries of their crafts and disciplines. In each level of leadership which I have served, creating a rich, diverse educational and workplace environment has been a guiding principle.

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

**PERSONNEL COMMITTEE**

**December 3, 2020**

**Item J.5.**      **University of New Orleans'** request for approval to appoint Mr. Timothy Duncan as Vice President for Athletics and Recreation effective October 1, 2020.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Mr. Timothy Duncan as Vice President for Athletics and Recreation effective October 1, 2020 at an annual salary of \$155,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans' request for approval to appoint Mr. Timothy Duncan as Vice President for Athletics and Recreation effective October 1, 2020.***

## **SUMMARY OF QUALIFICATIONS**

- Professional Administrator and Executive with varied and progressive experience within Intercollegiate Athletics at the Division I and Division II levels, serving as a Director of Athletics at two different institutions and from 2011-2018.
- Previous experience includes 11 years of working for or directly with Fortune 500 companies.
- Areas of experience include Departmental Leadership, Profit and Loss Budget Management, Community Relationships (South Atlanta Metro specifically), Student-Athlete Personal and Professional Enhancement, Strategic Planning, Managing External Affairs (Corporate Sponsorships, Fundraising, Marketing, Game Day Experience, Ticket Sales), Personnel and Human Resources.
- Former Basketball Student-Athlete at Memphis State University (now University of Memphis); 4-year letter winner.

## **EDUCATION**

### **Grambling State University, Grambling, LA**

- Master of Science, Sports Administration (1997).

### **Memphis State University, Memphis, Tennessee**

- Bachelor of Business Administration, Marketing (1992).

## **PROFESSIONAL EXPERIENCE**

### **University of New Orleans, Vice President of Athletics & Recreation (September 2020-{Present})**

Functions as the administrative leader of a 14 sport program, NCAA Division I program, with oversight of 66 staff members and 191 student-athletes Added oversight of Recreation & Intramural Sports

- Assumed oversight of Recreation and Intramurals Sports
- Created #NOLAsTeam 2025: The Strategic Plan for New Orleans Athletics
- Member of the University's Diversity and Inclusion Board
- Chair, Southland Conference Diversity and Inclusion Board

### **University of New Orleans, Director of Athletics (2019 to 2020)**

#### **Academic Accomplishments**

- Led Privateer Student-Athletes to the highest collective grade point average recorded (3.2)
- Hosted the Departments first Breakfast of Champions, publicly honoring each student-athlete with a 3.0 grade point average (record 109 student-athletes)

#### **Athletic Accomplishments**

- Women's Basketball had its most wins since 1992-93 season
- Beach Volleyball posted its best start in history

- Baseball defeated rival Tulane for the 6<sup>th</sup> time out of 7 games

### **Development & Revenue Generation**

- Developed the Privateer Scholarship, the Department's scholarship fund.
- Developed the major gift group, The Maestri Floyd Fund and secured its first two members
- Created a partnership with The Aspire Group for outbound ticket sales.

### **Facility Accomplishments**

- Renovations to the following: Human Performance Center lobby, Weight Room and Golf Putting Center.

### **Northeastern University, Deputy Athletic Director, External Affairs (2018 to 2019)**

Served as the administrative leader of the External Affairs unit of an 18 sport, NCAA Division I program with over 350 student-athletes in the uber-competitive Boston metro market. The External Affairs unit is comprised of six key functional areas (Communications, Corporate Sponsorships, Fundraising, Marketing and Game Day Experience, Ticket Sales and Operations, and Video Production).

- Developed the Howlin' Huskies Fund, the Department's unrestricted giving program, which has shown a 482% year-to-date increase.
- Managed the oversight of the Corporate Partnership Program, which has shown a nearly 6% year-to-date increase.
- Led the negotiation with the Aspire Sport Marketing Group to outsource ticket sales and operations, which has led to a 15.85% increase in year-to-date ticket revenue.
- Key member of the team which negotiated a historic increase to its television partnership with the New England Sports Network (NESN), up from 18 to 75 annual broadcasts.
- Key member of the team which negotiated and planned the purchase and installation of the largest collegiate video board in New England.
- Served as an Executive Producer of the Tales of the Howlin' Huskies, a 4-episode all access television show (NESN) which highlights the unique stories within Northeastern Athletics.
- Oversaw the revision of the Athletics logo and rebranding campaign which has led to the introduction of Team Stores – a new stream of revenue which has produced over \$10,000 year-to-date.
- Introduced the Howlin' Huskies Fan Committee, which provides fans with direct access to the Department's leadership and provides a voice to fans regarding marketing and the overall game day experience.

### **Clayton State University, Director of Athletics (2014 to 2018)**

Served as the face of Clayton State University Athletics in the South Atlanta Metro Area (South Fulton, Clayton, Henry, and Fayette Counties) and beyond. Led an 11 sport Athletic Department comprised of 150 Student-Athletes, a staff of 25 coaches and administrators, with an annual budget of approximately \$2.4 Million.

### **Athletic Program Administration**

- Hired four (4) Head Coaches in four years, their results have been:

- Hired in 2016 - Women's Soccer qualified for the 2016 Peach Belt Conference Tournament.
- Hired in 2015 - Men's Basketball won the 2017 Peach Belt Conference West Division Title and the 2018 Peach Belt Conference (first at-large NCAA Division II Men's Basketball Championships participant in 15 years).
- Hired in 2014 - Women's Basketball qualified for the 2016 and 2017 NCAA Division II Women's Basketball Championships.
- Hired in 2014 - Men's Golf Team won the Southern Tide Tournament in 2017. Student-Athlete qualified for the 2016 & 2017 NCAA Men's Golf Championship.
- Hired multiple administrators including: Sports Information Director, Head Athletic Trainer and Athletics Business Manager.

### **University Relations**

- Reported directly to the University President and was a member of President's Extended Cabinet.
- Maintained an array of internal relationships with the President and University Leadership including: College Deans, University Advancement, Faculty Athletics Representative, and Alumni Association.
- Developed and maintained key relationships with key external partners – Clayton County Board of Commissioners, Clayton, Henry, and Fayette Counties Chambers of Commerce, private business leaders, public officials and members of the University System of Georgia's Board of Regents and staff.

### **Academic Leadership**

- Created the Athletics Academic Committee which includes representatives from University Advising, the Center for Academic Success and the Faculty Athletic Representative.
- Implemented first Student-Athlete recognition events for students with 3.0 grade point averages (GPAs).
- Set the school record with 75 (50%) students earning 3.0 GPAs or higher and 16 students with perfect 4.0 GPAs.

### **Athletics Development/Revenue Generation**

- Served as the primary generator of Athletics Revenue.
- Developed Laker Sports Marketing, the Department's corporate sponsorship program.
- Secured the largest gift in the history of the Athletics Department (\$60,000).
- Increased all streams of revenue by 35% in first two years with improvements in the following:
  - Ticket sales by 47%;
  - Fundraising cash 52%;
  - Number of donors 42%.

### **Compliance**

- Oversaw the development of Student-Athlete Handbook.
- Oversaw the development of monthly rules education meetings.
- Oversaw the NCAA Compliance Blueprint Audit with zero findings.

### **Facilities and Event Management**

- Created a more aggressive rental facility program which aided in the 35% increase in

revenue.

- Oversaw the planning and development of the Athletics Center renovation which included locker rooms, athletic training room, weight room and main lobby.

### **Financial Affairs**

- Oversaw and managed all facets of Financial Affairs and Budgeting Process.
- Annually developed the 5 Year Business Plan per the University System of Georgia's requirements.
- Successfully managed a balanced budget the last three fiscal years (2016-2018).

### **Human Resources**

- Recruited, hired, evaluated and provided oversight for Head Coaches and Athletic Staff.
- Collaborated with Head Coaches and Athletic Staff to create annual goals for their respective departments.
- Facilitated quarterly meetings with Department's young professionals (Graduate Assistants, Interns, etc.) and discussed career preparation and advancement.

### **Student-Athlete Enhancement**

- Developed and facilitated the Laker Leadership Academy, a professional development retreat for the Team Captains of each sport.
- Developed the Laker Speaker Series to provide key insights to students from area experts (Mental Health, Nutrition, Dating/Sexual Violence Awareness, Executive Image, etc.).
- Increased Make-A-Wish donation by over 250% year-to-year.

### **Paine College – Augusta, GA Director of Athletics, (2011-2014)**

Effectively managed a department of 250 student-athletes in 10 athletic programs with 25 staff members and an annual budget of \$3.5 million. Reported directly to the President, was a member of President's Administrative Council and provided semi-annual presentations to the Board of Trustees.

- Increased the number of students who attained 3.0 GPAs by 27%.
- Developed the Lion Corporate Partner Program to secure corporate sponsorships.
- Secured first Athletics Endowed Scholarship (\$25,000).
- Secured \$75,000 gift-in-kind donation for the Lucy C. Laney/Silas X. Floyd Wellness Center.
- Secured \$20,000 major gift in support of the football locker room.
- Led the men's program to a third-place finish in the 2012 Commissioner's Cup, the highest finish since 2004.
- Men's Golf won the 2012 and 2013 SIAC Golf Classic Championship; Head Coach was named SIAC Coach of the Year.
- Negotiated and secured College's first Licensing Agreement.
- Implemented Online Tickets Sales Agreement, which led to highest ticket sales in athletics history.
- Brought athletics concessions in-house securing 85% more revenue for Paine College.
- Developed the Athletics Budget and balanced the budget for three consecutive years (2011-2014).

### **University of North Carolina Wilmington – Wilmington, NC Associate Athletics Director,**

**(2011 to 2011)**

Managed relationships of 50-100 prospective major gift donors and was responsible for donor identification, cultivation, solicitation and stewardship of individuals with the capability to make gifts of \$25,000 and above. Worked very closely with University Advancement and provided prospect strategy counsel to the Director of Athletics, the University Chancellor and Vice-Chancellor of Advancement.

- Re-secured a \$500,000 gift and secured a \$50,000 gift within the first month in new responsibility.
- Cultivated and solicited a \$250,000 gift for improvements to Trask Coliseum.
- Developed and implemented the Champions Fund, a discretionary fund for the Director of Athletics to utilize for unbudgeted items.

**University of North Carolina Wilmington – Wilmington, NC Associate Athletics Director, Development/Executive Director, Seahawk Club (2009 to 2011)**

Managed the Student Aid Association (Seahawk Club), the non-profit foundation for the Department of Athletics. Oversaw External Operations and managed seven (7) people in the following business units: Development, Marketing, Corporate Sales and Service, Tickets, and the Seahawk Shop (athletics retail store).

- Raised over \$1 million annually in 2009 and 2010.
- Served on Athletic Director's Senior Athletics Management Team.
- Increased unrestricted giving by 20% (FY 2009-FY 2010).
- Increased percentage of unrestricted donors by 15%.
- Oversaw the development of Dancing with the Wilmington Stars, the largest event fundraiser in athletics history (\$111,000).

**University of Memphis, Memphis, TN Executive Director M Club (2007-2009)**

Responsibilities included Strategic Planning, Budget Planning and Management, Program Development and Assessment, Marketing Research and Public Relations for Athletic Alumni with over 2,500 former letter winners.

- Successfully identified, cultivated and solicited the largest single gift by a former Student-Athlete in the history of the University of Memphis - \$1,000,000 naming rights deal for the Anfernee "Penny" Hardaway Athletics Hall of Fame.
- Managed a portfolio of 50-75 former student-athletes and donors.
- Planned and executed several yearly high-profile events including M Club Hall of Fame Weekend and M Club All-Sports Reunion.
- Increased M Club revenue by 35% in first year.
- Increased membership by 40% in first year.
- Created a recurring revenue stream for the M Club to alleviate departmental budget constraints.

**Other Departmental Responsibilities**

- Served as the point person for the planning of the Anfernee "Penny" Hardaway Athletics Hall of Fame including:
  - Created and managed the request for proposal (RFP) process.
  - Selected the internal team to review and interview design companies.
  - Selected the internal team to work as primary decision-makers for Hall of Fame design.

**PRStore, Memphis, TN (2006-2007) Franchisee/Managing Partner**

- Served as primary new business development officer.
- Devised Marketing Strategies for small business owners to reach their target.

**InfraRed Marketing, LLC Winston-Salem, NC (2003-2008) Founder/Managing Partner**

- Served as primary new business development officer.
- Developed strategic event plans for Fortune 500 companies to accomplish their Marketing Objectives.

**Winston-Salem State University, Winston-Salem, NC (2000-2004) Lecturer**

- Served as instructor and lecturer for sports management classes.
- Researched, prepared, and administered course objectives to over 100 sport management majors.

**RJ Reynolds Tobacco Company, Winston-Salem, NC (1998-2003) Manager (2003)**

- Managed start-up \$13 million Event Marketing program, including, 2 creative agencies, 2 event agencies and successfully managed production of 51 high profile tour events.
- Acquired 1 Million adult consumer names for the Salem Brand database.

**Assistant Manager (2001-2002)**

- Assisted in managing the execution of a \$70 million event marketing program, including direct management of 1 event agency and indirect oversight of 2 event agencies.
- Achieved operational goals of 1.48 and 3 million adult intercepts in 2001 and 2002.

**Sports Marketing Assistant (1998-2000)**

- Activated sponsorships at NASCAR Winston Cup and NHRA Winston Drag Racing events by managing two event agencies with over 100 contract employees per week.
- Acquired over 2 million adult consumers in 1999 and 2000.

**Russell Corporation, Columbus, GA (1996-1998) Advertising/Promotions and Public Relations Coordinator**

- Assisted in managing the activation of NFL, MLB, and NCAA sponsorships.
- Reviewed and evaluated sponsorship proposals from various organizations and teams.

**PERSONAL INFORMATION**

- 48 Years of Age; Excellent Health.
- Born and raised in Memphis, Tennessee.
- Married to Lisa (Farris); B.S. in Accounting from Christian Brothers University and M.B.A. from Winston-Salem State University.
- Children: Lisa (28), Tori (27), Tyson (17), Turner (17), Tatum (11)
- Personal interests include time with Family, Personal and Professional Development, Reading, Travel and Working Out.

**COMMUNITY INVOLVEMENT**

- Leadership Clayton (2016).
- Clayton County Chamber of Commerce.

- Fayette County Chamber of Commerce
- Henry County Chamber of Commerce

## **COMMITTEE EXPERIENCE**

- Minority Opportunities Athletics Association Mentor (2017-2018)
- NCAA, Men's Soccer Regional Advisory Committee (2015-2017).
- Clayton State University Minors on Campus Committee Chair (2016).
- NCAA Pathways Mentor (2015 & 2017)
- NCAA Division II Athletic Directors Association Mentor (2015).
- NCAA Career in Sports Forum Facilitator (2014).
- Peach Belt Conference
  - Tennis, Sport Oversight (2014-Present).
- Southern Intercollegiate Athletic Conference (SIAC).
  - Golf Committee, Chair (2011-2014).
- Paine College
  - Implementation Committee (2014).
  - Commencement Committee (2013).
  - Strategic Plan Committee (2013).
  - Mission Statement Sub-committee.
  - HEAL Complex Dedication Committee, Co-chair (2012-2013).
  - Search Committee for VP for Administrative and Financial Affairs (2012 & 2013)
  - Search Committee for Director of Admissions (2012).
  - Institutional Scholarship Committee (2011-Present).
  - Strategic Planning and Evaluation (2011-Present).
- University of North Carolina Wilmington
  - Chancellor's Development Cabinet (2009-2011).
  - Endowment Committee (2009-2011).
  - Development Directors (2009-2011).
  - Search Committee for Head Coach, Men's Basketball Coach (2010).
  - Search Committee for Head Coach, Women's Basketball (2010).
- University of Memphis
  - Larry O. Finch Scholarship Committee, Chair (2008-2009).
  - Search Committee for Head Coach, Women's Basketball (2008).

## **CIVIC/PROFESSIONAL AFFILIATIONS**

- Minority Opportunities Athletic Association (2016-Present).
- Leadership Clayton (2016).
- Augusta Kiwanis Club (2012-2014).
- Division II Athletic Directors Association Member (2011-2018).
- National Association of Collegiate Directors of Athletics (2008-Present).
- National Association of Athletic Development Directors (2008-Present).
- M Club (Athletic Alumni of the University of Memphis) (Lifetime).
- Kappa Alpha Psi Fraternity, Inc. (1989-Present).

## **AWARDS/CONTINUING EDUCATION**

- Emerging Administrators Academy, Founder (2012-Present).
- Collegiate Athletics Leadership Symposium (CALs) Attendee (2012-2016, 2018).
- SIAC NACDA Grant Recipient (2012).
- Completed UNCW Leadership Enhancement Administrative Development Course (2010).

- Division I Athletic Director's Institute Attendee (2008).
- NAADD Diversity Initiative Program Stipend Recipient (2008).

## **SPEAKING OPPORTUNITIES**

- 2018 – Mid-Eastern Athletic Conference Professional Development Workshop.
  - Panelist – “Women in Power”.
- 2018 – Women Leaders in College Sports
  - Panelist – “I Champion Women Leaders”
- 2018 – Top Connect (College Basketball Coaches)
  - Panelist – Networking
- 2017 - A Step Up Next Level Conference for Women's Basketball Coaches.
  - Panelist
- 2017 - Women Leaders in College Sports/Women's Basketball Coaches Association (Women's Basketball Final Four).
  - Panelist - “Why We Hire Who We Hire”.
- 2015 – Mid-Eastern Athletic Conference Professional Development Workshop.
  - Presenter – “Keys to Career Advancement”.
- 2015 – NCAA Pathway Program.
  - Presenter – “Vision Setting and Mapping Cultural Change”.

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

**PERSONNEL COMMITTEE**

**December 3, 2020**

**Item J.6.**      **University of New Orleans'** request for approval to appoint Ms. Mary Beth Marks as Vice President for Enrollment Management effective November 15, 2020.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Ms. Mary Beth Marks as Vice President for Enrollment Management effective November 15, 2020 at an annual salary of \$134,640. The staff recommends approval.


**RECOMMENDATION**

It is recommended that the following resolution be adopted:


***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans' request for approval to appoint Ms. Mary Beth Marks as Vice President for Enrollment Management effective November 15, 2020.*

# MARY BETH MARKS

ENROLLMENT STRATEGIST

 432.294.4416

 mbmarkssr@gmail.com

 54 Catalpa Trace  
Covington, LA 70433

## EDUCATION

M.S. EDUCATION  
Tarleton State University  
May 2010

B.A. English  
Tarleton State University  
December 2003

## CORE COMPETENCIES

Project Management

C-Suite Presenter

Adherence to strict deadlines

Performance under pressure

Excellent written and verbal  
communication skills

Experience at DI- Carnegie  
Research university

## PROFESSIONAL PROFILE

Successful enrollment manager with 10+ years of experience in higher education with a desire to work in an information systems environment. Work experiences encompass CRM implementation and manipulation of both Banner and PeopleSoft SIS while managing the student life cycle. Possess successful track record of improving workflows; and, as a result, posting yearly enrollment gains for universities.

## EXPERIENCE

### ASSOCIATE VICE PRESIDENT- ENROLLMENT SERVICES

The University of New Orleans / July 2018 – Present

Managing the division of enrollment services including financial aid, recruiting, and application processing:

- Created and executed strategic recruitment plan resulting in a 2% increase in overall student enrollment and a 20% increase in new freshmen enrollment- the highest increase in 15 years.
- Spearhead the joint effort of university stakeholders to identify and remove barriers to admission and enrollment.
- Direct and organize a division of 60+ employees as we successfully executed enrollment goals while working remotely.
- Developed reporting tactics that fully track and monitor the student enrollment funnel from the prospective student funnel stage through enrollment and including continued enrollment.

### VICE PRESIDENT- ENROLLMENT SERVICES

Sul Ross State University/ Alpine, TX / September 2016 – April 2018

Executive level enrollment manager responsible for admissions, recruiting, financial aid, registrar, TRiO programs, residential living, and marketing; responsibilities included:

- Implemented best practices in student recruitment and engagement at satellite campuses to increase headcount and semester credit generation.
- Developed summer bridge program to result in better student retention and academic success.
- Finessed communications funnel to engage prospective, admitted, and continuing students resulting in greater enrollment.
- Maintained retention rates of 58% or better for the freshmen cohorts under a nearly open admissions model.

# MARY BETH MARKS

STUDENT LIFE CYCLE SPECIALIST

## CAREER HIGHLIGHTS

Recently recruited and enrolled largest freshmen class at UNO since 2009 while working fully remote during a pandemic

Universities experience overall enrollment growth of 1% or more under my direction

## TECHNICAL

TargetX CRM

PeopleSoft

Banner

Weave

Microsoft Office:

Word

Excel

Outlook

PowerPoint

SACSCOC Core Competencies

## SOFT SKILLS

Interpersonal Relations

Pro Active

Attention to Detail

Efficient

Persistent

Critical Thinker

## EXPERIENCE - CONTINUED -

### ASSOCIATE VICE PRESIDENT- ENROLLMENT SERVICES

Sul Ross State University/ Alpine, TX / September 2013 – August 2016

Created strategic recruitment plan that resulted in an increased retention rate of 7%. Developed outreach to Hispanic families resulting in a 15% increase of Hispanic student applicants and 11% increase in registered Hispanic students.

- Spearheaded development of a graduate admissions workflow designed to eliminate paper approval process and decreased the length of wait time from applicant to admit by four business days.
- Combated summer melt with the use of text messaging, recruiter, and student ambassador intervention resulting in a yield increase of 15% registered first time freshmen as compared to 2013.
- Joined admissions and recruiting with Talent Search, Gear Up, and Upward Bound to expand each grant's services to all interested students, not just those eligible for grant participation resulting in a 13% first time in college application for admissions to Sul Ross.

### DIRECTOR OF ADMISSIONS AND RECRUITING

Sul Ross State University/Alpine, TX / August 2012 – September 2013

Director responsible for implementing goals for admissions counselors while mainstreaming day-to-day work processes. Accomplishments include:

- Implemented Banner Constituent Management (BCM) in a three-month period, resulting in a 5% increase in enrollment over the previous fall term.
- Restructured the admissions office daily work processes and procedures ensuing in a 30% increase in processed admissions applications.
- Designed, from the ground up, a comprehensive communication strategy aimed to inform and create a transparent admissions and registration process that emphasized the marketing and branding of the university.

### COORDINATOR OF TRANSFER SERVICES- TRANSFER STUDENT ENROLLMENT

Tarleton State University/Stephenville, TX / June 2007-July 2012

- Assisted with DegreeWorks implementation.
- Created a seamless transition for transfer students between community colleges and Tarleton State.
- Collaborated with university stakeholders to create a cohesive transfer student recruitment funnel resulting in an 18% overall increase for fall 2012.