

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

**PERSONNEL COMMITTEE**

**June 24, 2021**

**Item I.1.**      **McNeese State University's** request for approval to appoint Ms. Mona White as Interim Vice President for Business Affairs effective June 1, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Ms. Mona White as Interim Vice President for Business Affairs effective June 1, 2021 at an annual salary of \$140,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Ms. Mona White as Interim Vice President for Business Affairs effective June 1, 2021.***



I.1.

June 3, 2021

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 Ms. Mona White as Interim Vice President for Business Affairs.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the June 24, 2021 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel  
President

Attachments

# MONA G. WHITE

## SUMMARY OF QUALIFICATIONS

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Achievement oriented financial professional with over 30 years of progressive experience. Demonstrated diversified skills in the areas of financial reporting, business plan development, budgeting, financial analysis, grant accounting and management of personnel. Extremely capable of handling multiple and diverse tasks while utilizing strong computer skills and an outstanding work ethic. Equipped to respond to opportunities and challenges with decisions that positively impact results. Ability to communicate effectively with all types of professional and support personnel to achieve cooperative working relationships through team performance.

## EXPERIENCE

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- |              |   |                  |
|--------------|---|------------------|
| 2001-Present | McNeese State University  | Lake Charles, LA |
|              | <i>Chief Accounting Officer</i>   |                  |
|              | <ul style="list-style-type: none"><li>▪ Responsible for management of accounting, accounts payable, payroll, research accounting, accounts receivable and cash management</li><li>▪ Compile information and prepare annual fiscal report</li><li>▪ Interact with internal and legislative auditors</li><li>▪ Ensure compliance with all regulatory requirements</li><li>▪ Oversee the management of the automated financial system</li></ul>  |                  |
|              |   |                  |
| 1999-2001    | Cambio Health Solutions, LLC  | Brentwood, TN    |
|              | <i>Interim Controller, Los Angeles, CA</i>  |                  |
|              | <ul style="list-style-type: none"><li>▪ Serving as the interim controller for a financially distressed hospitals with minimal cash resources</li><li>▪ Responsible for accounting, payroll, accounts payable, government reimbursement, budgeting, decision support, and materials management for two acute care hospitals with \$140 million in net patient revenue</li><li>▪ Developed and implemented a cash management and accounts payable management program</li><li>▪ Facilitated the development of multiple product line analyses</li><li>▪ Coordinated the year end external audits and the due diligence process for the pending sale of the hospitals</li></ul> |                  |

*Interim Chief Financial Officer and Interim Controller, San Luis Obispo, CA*

- Provided financial leadership for accounting, accounts payable, government reimbursement, budgeting, and patient accounting for a county owned acute care hospital with five external clinics with \$20 million in net patient revenues
- Implemented revenue enhancement and cost reduction opportunities as outlined in the Cambio report
- Reported financial results and operational improvements on a monthly basis to the Interim Hospital Authority Board and the Board of Supervisors of San Luis Obispo County

1997-1999      Orthopaedic Specialties, SW      Lake Charles, LA  
*Practice Manager*

- Responsible for the overall management of the physician practice which included staffing, patient scheduling, information systems and accounts receivable management
- Ensured compliance with all regulatory requirements
- Successfully completed a system conversion of accounts receivable billing / collections, scheduling applications and electronic medical records

1983-1997      St. Patrick Hospital      Lake Charles, LA  
*Director of Business Services (October 1992 - November 1997)*

- Managed all aspects of patient accounting which included billing and collection of accounts receivable
- Reduced net accounts receivable days from the 70's to 54
- Negotiated managed care contracts
- Successfully completed a patient accounting system conversion with no increase in accounts receivable days outstanding

*Director of Accounting (March 1983 - October 1992)*

- Managed all aspects of financial accounting including general ledger, accounts payable, payroll, financial statements, fixed assets and budgeting, in accordance with generally accepted accounting principles
- Coordinated all external and internal audits with minimal adjustments and no management letter recommendations

## EDUCATION

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1976-1980      McNeese State University      Lake Charles, LA  
Bachelor of Science Accounting

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

**PERSONNEL COMMITTEE**

**June 24, 2021**

**Item I.2.**      **Nicholls State University's** request for approval to appoint Ms. Jean Donegan as Dean of the College of Liberal Arts effective July 1, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Ms. Jean Donegan as Dean of the College of Liberal Arts effective July 1, 2021 at an annual salary of \$115,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Nicholls State University's request for approval to appoint Ms. Jean Donegan as Dean of the College of Liberal Arts effective July 1, 2021.***



**Nicholls State University**

I.2.

**Office of the President**

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

June 8, 2021

**Via Electronic Transmittal Only**

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

Dear Dr. Henderson:

Nicholls State University requests consideration and approval of the following to be placed on the agenda for the June 24, 2021 meeting of the Board of Supervisors for the University of Louisiana System:

*Appoint Jean Donegan-Dean of Liberal Arts.*

Effective date of appointment will be July 1, 2021 at an annual salary of \$115,000.00. Ms. Donegan's resume and other pertinent search documentation are attached for your reference.

Thank you for your assistance in this matter.

Sincerely,

Jay Clune  
President

JC/apf

Enclosures

- c: Dr. Sue Westbrook, Provost/Vice President for Academic Affairs, Institutional Effectiveness & Enrollment Services  
Mr. Terry Braud, Vice President for Finance & Administration  
Mr. Jonathan Terrell, Athletic Director  
Dr. Michele Caruso, Vice President for Student Affairs  
Dr. Todd Keller, Vice Provost & SACSCOC Coordinator  
Mr. Steven Kenney, Assistant Vice President for Human Resources, CDIO & Title IX Coordinator  
Ms. Paulette Mayon, Internal Auditor  
Ms. Claire Bourgeois, Faculty Senate President  
Ms. Renee Hicks, Assistant Vice President of Institutional Effectiveness Access & Success  
Ms. Monique Crochet, Executive Director of External Affairs

## VITA

Jean Nunez Donegan MFA  
Professor of Art  
Nicholls State University

Business Address:  
College of Liberal Arts  
P.O. Box 2076  
Thibodaux, Louisiana 70310  
(985) 448-4390  
jean.donegan@nicholls.edu

Home Address:  
317 Plater Drive  
Thibodaux, Louisiana, 70301  
(985) 688-7559  
jeandonegan8@gmail.com

## EDUCATION

Louisiana State University, Master of Fine Arts, 1975, Phi Kappa Phi Honors  
Graduate Exhibit - Galerie Simonne Stern, New Orleans, Louisiana  
Concentration: Ceramics

Nicholls State University, Bachelor of Arts, 1973 Magna Cum Laude  
Concentration: Ceramics Minor: Art History

## ADMINISTRATIVE POSITIONS 2008 - 2021

### INTERIM DEAN, COLLEGE OF LIBERAL ARTS JULY 2019 - PRESENT

Provide leadership and promote the interests of the College of Liberal Arts and the Departments of Art, English, Modern Languages, and Cultural Studies, History and Geography, Mass Communication, Music, Social Sciences. Dean's Council/Academic Council - Represent and report on the College and back to the Department Heads. Prepare reports, annual plans and proposals, actively serve on committees. Initiate projects and endeavors to advance, support and improve the College. Keep department heads informed of university initiatives, policies and information relative to the College. Work collaboratively with diverse constituents, plan, problem solve, handle multiple projects and meet deadlines. Move university and college policies and initiatives forward through the departments within the college. Oversee College budget, student worker budget, travel funds and foundation accounts. Evaluate department heads annually, hold regular department head meetings. Work with department heads in the development of RIs, hiring issues, acquisition of faculty, faculty and student problems, conflict resolution, grievances, etc. Support and contribute to SACSCOC accreditation efforts as well as individual accreditations within the college. Responsible for oversight of the academic buildings of Peltier Hall, Talbot Hall and Publications, assess problems - record and report, manage assignment of space, propose changes, oversee progress of projects. Promote the scholarship, achievements, and activities of the faculty and students. Develop initiatives to increase collegiality among the departments of Liberal Arts. handwritten birthday greetings, Halloween contests, "Jingle and Mingle" get-together for the entire college.

## COLLEGE OF LIBERAL ARTS - ACTIVITIES / ENDEAVORS / INITIATIVES

### COLLEGE OF LIBERAL ARTS MISSION

Worked together with all of the Department Heads in the college to develop a mission statement for the new College of Liberal Arts. 2019

#### **NEWSLETTER / BULLETINS / FACEBOOK / MOODLE**

**Newsletter** -Established a College Newsletter featuring the accomplishments of the College of Liberal Arts, its departments, faculty and students. Additional "Bulletins" are issued as necessary to spotlight awards, group achievements, etc. Responsible for design, editing, and distribution.

**Facebook** - Established a College of Liberal Arts Facebook page that highlights accomplishments, events, class activities, etc.

**Moodle** - Created a Moodle page for the College of Liberal Arts. This provides an excellent mechanism to message all Liberal Arts majors. 2019 - 2020

#### **ASSESSMENT OF PHYSICAL FACILITIES - PELTIER HALL AND TALBOT HALL**

Modified floorplans to represent changes in spaces, remodeling, etc. Identified and reported research spaces for formula fund reporting. Recorded all problems, leaks, paint problems, AC issues, wasps, broken windows, etc. on appropriate floor plans. Continue to update and report. Initiated de-cluttering in Talbot and Peltier. Worked with department heads and Michele Pellegrin to locate and remove surplus. Opened up rooms and spaces. Requested and acquired bulletin boards and display strips for posting in Peltier Hall. Developed a process for posting and oversight of display materials. Monitored the painting of Peltier Hall and Talbot Hall. Continually checked progress, cited problems and issues. Assessed faculty office suites and need for repainting/upgrading. Work ongoing. 2019 - 2021

#### **ASSESSMENT OF PUBLICATIONS BUILDING**

Assessed the Publications Building for necessary improvements, space utilization, safety, and repair. Worked with Bruno Ruggiero to create a working floorplan and included all findings. Sent on to administration. Met with athletic staff to re-distribute some unused office space and reallocate office space to music. Followed up with sound-proofing, drywalling, painting in the music practice spaces. New LED lighting was installed. Some needed improvements will have to wait on funding, but the improvements now in place make the spaces and practice areas allocated to music ready to occupy and use. Several safety violations were discovered and corrected within a week with the cooperation of Brian Clausen and athletics. 2021

#### **COVID-19**

Checked all rooms for COVID-19 safety measures, signage, spacing - reported deficiencies. Oversaw correction. Created "Green Room" idea for cataloging and publicizing rooms that are free for wi-fi use of students. Identified rooms and created all signs for Talbot Hall and Peltier Hall 2020

#### **TECHNOLOGY ASSESSMENT OF PELTIER HALL AND TALBOT HALL**

Worked with department heads to identify technology contained in each room. Developed list of those with adequate technology, those without, and compiled technology needs and specific areas of need, transferred information to floor plans. Submitted to IT and followed up with Sam Cagle. COVID-19 - Cares Act -Worked with IT to communicate additional needs for Peltier and Talbot. 2020

#### **ANNUAL PLAN**

Work with the development of the annual plan for Liberal Arts. Meet with department heads for selection of targets, edit departmental plans, edit departmental final plans, develop a final report for the College of Liberal Arts. 2019 - 2020

#### **SCHOLARSHIP ACQUISITION**

Kristine Russell Scholarship in Criminal Justice

Worked with Kristine Russell and Mitzi Jackson to create the first scholarship designated for Criminal Justice. 2019



#### **GIVE-N-DAY**

Created a page for Liberal Arts targeted at creating Mini-Grants for Liberal Arts students. Six Mini-Grants were put in place as a result of Give-In-Day, Trivia, and Private Donations 2019-2020

#### **MINI-GRANTS**

Established a Mini-Grant program for Liberal Arts. Students may apply for funds for educational experiences and undergraduate research endeavors. CoLA Department Heads elected to use Trivia fundraising profits for additional mini-grants. Currently between Give-N-Day and Trivia funding, Liberal Arts has six Mini-Grants in place for students. Created application form, explained Mini-Grant to Department Heads. Plans are to continue building and supporting this endeavor. 2019-2021

#### **UNDERGRADUATE CERTIFICATES - COLLEGE OF LIBERAL ARTS**

The Liberal Arts department of English, Modern Languages, and Cultural Studies submitted the first undergraduate certificate proposal at Nicholls State University in Professional Writing. The second was developed by the Department of History and Geography in Public History. Both have been approved by Courses and Curricula. Certificates are pending further approval by the university and state. 2020

#### **DANOS THEATER / SCENE SHOP**

Addressed Scene Shop Health and Safety Problems - Met with Brian Clausen, University Safety Officer concerning Danos Scene Shop. Area was in violation of many safety and health regulations. Delivered report to administration and met with Talbot department representatives, circulated report, informed Department Heads of closure of Scene Shop. Assigned intermittent worker to clean and organize space. 2019 - 2020

#### **DANOS THEATER MANAGER**

Worked with Monique Crochet and Terry Braud in obtaining additional funds to increase the salary of this position as we had experienced two failed searches. Successfully acquired. Met with representatives of departments in Talbot Hall, discussed Theater Manager position, assisted in the development of the job description. Served on Search Committee for Theater Manager. 2020

#### **NICHOLLS CAN COMMITTEE**

Created the Nicholls Can project. Now serve on the committee and assist Michael Williams, chairperson, with Nicholls Can. Compiled a wish list for the drive on Amazon. Since 2012, Nicholls Can has collected and donated nearly 130,000 items to area Food Banks and to Mom's Pantry.

#### **COMPENSATORY TIME**

Brought the excessive compensatory time being logged within Liberal Arts under control. No compensatory time is logged without proper approval.

#### **NOCCA ARTICULATION AGREEMENT**

Worked with the New Orleans Center for the Creative Arts, David Zerangue and Kelly Rodrigue to develop an articulation agreement between NOCCA and Nicholls. Visited NOCCA, met with involved Department Heads and faculty, corresponded, refined agreement, edited. Summer of 2020 - agreement finalized. 2019-2020

#### **ACADEMIC MASTER PLAN**

Served on the committee for the Academic Master Plan. Completed assigned sections, met given deadlines, participated in committee editing of the final document.

**MAKERSPACE**

Worked with Makerspace since it was initiated. Visited Tulane's Makerspace and consulted with Dr. Cedric Walker on the concept, necessary equipment, space considerations. Considered several campus locations before the library space was found. Attended meetings with the donor, architects, art faculty, and administrators. Served as a client in the Art service learning project that developed the name - "The Hub" and identity, colors, etc. Assisted in development of the job description and served on the search committee. Continue to attend meetings, oversee progress and development. 2019 - 2021

**FACULTY MORALE AND COMPENSATION COMMITTEE**

Attend meetings, and give feedback as necessary. 2019 - 2020

**ACADEMIC INTEGRITY COMMITTEE**

Chairperson of the Academic Integrity Committee. Call meetings as necessary in cases of academic dishonesty. Prepare documents for meetings, complete case outcomes and notify Academic Affairs of committee decisions. 2019 - 2021

**SPACE UTILIZATION COMMITTEE**

Serve on the committee, represent Liberal Arts. Worked with Robert Alexander to develop a proposal for English, Modern Languages, and Cultural studies to obtain the Tutoring Center offices for EMLCS. Also assisted in the proposal for Social Sciences and History and Geography to establish a conference room. Both proposals were approved. 2019-2020

**PLANNED RE-ORGANIZATION OF OFFICES - EMLCS AND MATH**

Met with Department Heads Robert Alexander and Brian Heck to re-organized the offices of English, Modern Languages, and Cultural Studies and Mathematics. There is a plan in place to be utilized once Tutoring is moved to Ellender Library. 2020

**HALLOWEEN FEST**

Developed the concept, supervised and participated in marketing, photography, forms, coordination with SGA, SPA, Student Life., Greek Life. Organized the Costume Contest, prizes and flyers. 2020

**PELTIER FACULTY LOUNGE**

Updated the lounge area in Peltier. Acquired and moved better furniture into this area, sent old furniture to surplus. Along with other volunteers, cleaned and then painted the lounge. 2020

**TV DONATION**

Secured the donation of a big screen TV for College of Liberal Arts Conference Room. 2020

**DEAN'S OFFICE**

Planned and assisted in the "remodeling" the College of Liberal Arts Main Office. Acquired most of the furniture needed from off-campus sources, 2020

**BIG BAYOU TRIVIA BASH**

Work jointly with the College of Sciences and Technology for the fundraiser "Big Bayou Trivia Bash". Work with silent auction, set-up, poster design, signage, certificate design, soliciting items for auction, donating items for auction. Profits are split between the two colleges. These funds have been used to support Mini-Grants within the College of Liberal Arts. 2019

## **HEAD, DEPARTMENT OF ART AUG 2008 - JAN 2017, MAY 2018 - JUNE 2019**

**Professor of Art, Nicholls State University, Department of Art**

Provide leadership and administration of the Department of Art, project planning, development and supervision, budgetary and equipment management, development of curriculum, oversight of inventory, assessment of departmental learning outcome objectives, maintenance of SACSCOC and NASAD standards, preparation of reports, annual plan, 5 year reviews. Supervision of faculty, management, conflict resolution, resolution of student complaints, grievances. Support the interests of the department and faculty, evaluation of faculty and faculty performance annually, encouragement of research, scholarship, and development among faculty, interaction with donors, promotion and spearheading of fundraising efforts, work with Advisory Board, promotion of recruitment efforts, sustained contact with high schools in the area, encouragement and support of high impact activities, encouragement of collegiality among faculty, encourage development of an "esprit de corps" among all departmental constituents - students, faculty and staff, maintain and oversee physical facility and peripherals, maintain currency of technology, write seek and promote the attainment of grants from all sources, align department planning and endeavors with the strategic plan, work with the Annual Plan and align departmental initiatives.

## **DEPARTMENTAL ACTIVITIES / INITIATIVES / SERVICE**

### **DEPARTMENT OF ART FUNDRAISER**

"Art Works" – Initiated this Annual Fundraiser for the benefit of student scholarships, student development and equipment. Responsibility for oversight and organization of the entire fundraiser. Oversee invitations, printing, publicity, volunteers, meetings, studio activities, signage, silent auction, donations, and hanging of exhibitions. Assembled committee, provided leadership and organization, Created scholarship and mini-grant program. Sought cash donations, donations for Silent Auction, donated personal work, created signage and recruited students. This fundraiser has averaged a profit of \$25,000 each year over the past 5 years. Chairperson 2014 - 2019 Co-Chairman 2019 - present. (*Event not held in 2020 due to COVID.*)

### **DEPARTMENT DONATIONS**

Personally facilitated support for recruitment - \$1000 in recruiting finds annually from a private donor. 2008 - 2018 Facilitated donations from another private donor; \$140,000 dollars, in departmental support over the past seven years. Funds have been used to aid completion of the new art gallery, enhance technology, as grant matches, to repair equipment and to buy new equipment and support labs.

### **ART ADVISORY BOARD**

Committee Member - Created original board in consultation with faculty. Bring Departmental concerns and needs to Advisory Board for discussion and assistance. Board assists with raising funds for art department endeavors and in the promotion of the department to the community. 2014 - 2019

### **ARTWORKS DONOR SOCIAL**

Organized and spearheaded this donor appreciation event. Supervised printing and design of invitation, mailing list, assisted in the invitation mailing, chaired meetings, ordered serving ware, organized menu, prepared gumbo and chili, cheesecake and trifle. Created a digital presentation for the event. Arranged for several student Art Works scholarship and mini-grant recipients to attend and address the attendees. 2018

#### **ART WORKS - FRIENDS OF ART WORKS EXHIBITION**

Created a new exhibition/event in appreciation of art work donors to the Art Works fundraiser silent auction. Participated in design of invitations, email flyers and posters. Participated in mailing and on decorations of gallery for the event. Prepared food for reception. 2018

#### **RUBRIC REVISION**

Revised 2010 - 2011 version of departmental rubric and presented to faculty for feedback. Several edits were made with faculty input. Faculty approved document now in place for 2019 evaluation cycle. 2018-19

#### **DEPARTMENT OF ART RUBRICS COMMITTEE**

Rubrics Committee Chairperson - Committee was organized to create a new rubric for the Department of Art aligned with the new common form and scale, wrote first draft of the document which was then edited and modified by the entire faculty. 2010 - 2011

#### **NASAD ACCREDITATION REPORT**

National Association of Schools of Art and Design Chairperson, 1995 – 2005  
Committee member, writer and editing team. 2006 – 2019

#### **“WOW AND WONDER” PRESENTATION**

Developed a presentation created for departmental meeting with upper administration. Showcased departmental accomplishments and discussed challenges. Aligned departmental activities, faculty and departmental accomplishments with the Strategic Plan. 2017

#### **DEPARTMENTAL ASSESSMENT**

Formed an Assessment Committee for department, presented initiative to faculty, Discussed modifications of current assessments with committee, Assisted with modification of assessment to Live Text, Arranged Live Text training by Renee Hicks for entire faculty, Consulted with Renee Hicks and transferred assessments to 5year review document Put in place for annual assessment reporting. 2013 - 2017

#### **DIRECTOR, NICHOLLS STUDY ABROAD**

Created the Department of Art Study Abroad Program. Plan and oversee all elements of the departmental study abroad program – supervision of all educational aspects, instruction, itinerary, excursions, trip meetings, newsletters, applications, production of publicity. 1995 – 2019, (2020 trip postponed until July 2021.)

#### **DEPARTMENT RECRUITMENT PROGRAM**

Art Department High School Coordinator and Chairperson of High School Workshop Program, the major recruitment effort of the department, 1995 – 2019  
Maintain contact with local high school art programs, judge local and regional art competitions, assist in acquiring faculty judges for local schools, 1996 – 2019  
Created a departmental recruitment committee, promoted more participation in recruitment activities, high school visits and workshops, 2009 - 2019

#### **FACULTY MENTOR – BEGINNING DESIGN**

Developed the foundation approach used as a basis for this introductory class, Mentor new Beginning Design instructors, 1999 – 2019 Participate in a Learning Community for Art 251 Beginning Design 2012 - 2019

#### **ART MAJOR / MINOR MEETING PRESENTATION**

Create an annual presentation informing students of departmental news, policies and documenting the year's activities in a visual format. Requires photography, cataloging, adjusting

images, gathering images from students and faculty and attendance at many events, 2008 - 2017, 2019

#### **STUDENT ADVISOR – DEPARTMENT OF ART** 1995-2019

##### **SAM ADVISING (QEP)**

Adopted and piloted SAM Advising with the Department of Art. 2015 - 2019  
Certified as SAM advisor 2018

##### **STUDENT ORGANIZATION ADVISOR**

Ceramic Club Advisor 1995 – 2020

Ceramic Club raises funds to secure equipment, support visiting artists and other student and studio academic needs.

Pot Till You Drop / Pottery Sale - Co-organize and supervise the "Pot Till You Drop" fundraising event. Oversee and organize the Annual Christmas Pottery Sale, the major fundraising event of the club, responsible for publicity and marketing, pricing, visual display, glazing, and sales. Maintain ties with alumni, past faculty, and community artists.

Stand-Up Advisor 2010 – 2011

Stand Up was a Non Partisan, Non-Profit Organization comprised of students, community partners, leaders and individuals who are ready to fight for Higher Education in Louisiana.

##### **FACULTY SEARCH COMMITTEES**

Served on all faculty search committees for all hires in the Department of Art. 1996 - 2018

##### **GRADUATE COUNCIL**

Member of the Graduate Council 1996 - 2021

#### **CURRICULUM DEVELOPMENT**

Oversaw art curriculum, suggested and implemented changes in relation to student need, changes in technology, state mandates, BESE, ULS, BoR and NASAD. Develop new courses, assist faculty with the development of new courses and curriculum initiatives, adjust curriculum to reflect state mandates, changes in general education, core requirements, etc. Present all curriculum changes to Courses and Curricula Committee. 2008-2017, 2019

- **Bachelor of Fine Arts Degree and Bachelors of Fine Arts Degree with Education Concentration** - Sought Administrative approval for this professional degree, prepared justification for BoR, made modifications in curriculum for the successful approval by NASAD.
- **Introduction of Five Concentrations** - Art History; Digital Animation and Motion; Digital Art; Print and Web; and Studio Art Concentration.
- **Creation of new courses** - ART 350.Web I, ART 458.Web II, ART 459.Web III., ART 376. Digital Art II, ART 459. Digital Art III, ART 374. 3D Motion Graphics I, ART 375. 3D Motion Graphics II, ART474.3D Motion Graphics III, ART 330. Ceramics - Modeling Skills (Developed for Culinary & Pre-Dental), Alignment of Senior Capstone Courses and Creation of Art History Capstone - ART 496. Senior Seminar, ART 497. Senior Art Studio Capstone, ART 498. Senior Art History Capstone. HUMA 500, and HUMA 501. ART 470. Alternative Media, ART 384. Hist. of Photography, ART 498. Senior Art History Capstone, Study Abroad - ART 385. Directed Study in Art, ART 485. Topics in Art. WWW ART 180. Monuments & Collections, WWW HUMA 204 International Humanities
- **Redesign of Art Education Curriculum** - Worked with College of Education & Ross Jahnke on the redesign of the art education curriculum to meet NCATE, NASAD, BESE, Nicholls GenEd, and State Board of Regents requirements 2003, 2004, 2005, **Redesign Education Curriculum** increasing state mandate for more hours in residence, 2018

## **ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES - JAN 2017 - MAY 2018**

Worked in conjunction with the Dean of Arts and Sciences to move university and college policies and initiatives forward through the departments within the college. Worked with the Arts and Sciences department heads, and the Dean to finalize Annual Plans. Worked with ULS Summit - Organized abstracts, scheduled committee meeting to choose students who would participate. Held rehearsals and suggested revisions. Worked with grievances. Chairperson - Recruitment Best Practices Committee. Approved substitutions and waivers. Worked with the Arts and Sciences department heads, and the Dean to finalize Annual Plans. Attended General Education Committee meetings as the Dean's representative. Observed Departmental Search Committees as the Dean's representative as well as attending interviews with top candidates. Assisted with the Arts and Sciences honors banquet. Organized Expeaux '17 & '18 - arranged judges, designed layout, sent out publicity, rules, guidelines for creative research, etc. Big Bayou Trivia Bash - organized and catalogued silent auction, set up work schedules, set-up room. Substituted for the Dean at meetings and events when called upon. 2017 - 2018

## **ARTS & SCIENCES ACTIVITIES / SERVICE**

### **ANNUAL PLAN FOR COLLEGE OF ARTS AND SCIENCES**

Worked with the Arts and Sciences department heads, and the Dean to finalize Annual Plans. Assisted in the development of the Annual Plan, and developed reporting tables. Communicated with department heads on each department's final APA submission. Met with several to discuss and remediate problems. Compiled data from all twelve departments and merged them to form a single document. Produced the first draft of the 2017 and 2018 report and submitted it to the Dean. 2017 - 2018

### **EXPEAUX '17 and EXPEAUX '18**

Coordinated Expeaux '17 and Expeaux '18 - the event formerly known as "Research Week". Organized abstracts and student submissions, selection of date, reservations, food planning, selection of judges, gathering awards, set-up of ballroom, etc. Worked on guidelines for creative research. Created flower arrangement for ballroom. 2017 - 2018

### **ULS ACADEMIC SUMMIT**

Organized abstracts, scheduled committee meeting to choose students who would participate. Conducted rehearsals, discussed presentation or poster strengths and weaknesses. Held rehearsals and suggested revisions. 2017-2018

### **BIG BAYOU TRIVIA BASH**

Worked with the Dean of Arts and Science to plan, execute and supervise all aspects of this fundraising event including graphics, branding, set-up, silent auction. Silent Auction - sent reminders, developed registration form, collected items, cataloged, set-up at the event, collected tablecloths, easels, and display materials, assisted with check-out and packing. Printed certificates and hand-lettered names of winners on-site. Transported printer, computer, etc to Captain's Room. 2017-2018

### **DANOS THEATER MANAGER SEARCH COMMITTEE - CHAIRPERSON**

Discussed position with Arts and Sciences Dean. Conducted the search for the Danos Theater Manager. Arranged for the setup of guest user accounts for the committee, created a timeline, scheduled meetings. Discussed aspects of hire with Stephen Kenney in HR. 2018

### **RECRUITMENT BEST PRACTICES TASK FORCE - CHAIRPERSON**

The Recruitment Task Force was charged with assessing, assembling, and reporting best practices in recruitment to help our college programs improve enrollment. A list of best practices was developed as well as a rubric. 2017



## **TEACHING**

Courses taught: FNAR105 Arts in Education, ART 110 Art Appreciation, ART 180 Monuments and Collections, ART 251 Beginning Design, ART 304 Art and Design for Elementary and Secondary, ART 330, 331, 332, 333, 431, 432, 433 Intermediate and Advanced Ceramics, EDUC 593 Professional Workshop, HUMA 204, 405, 500, Humanities, ART 385 Directed Study in Art, ART 485 Topics in Art

### **SENIOR CAPSTONE**

Work individually with all senior ceramic graduate candidates in the Senior Exhibition, Capstone requires after hours and out of class contact, (work with students in other studio concentrations as well) , Assist in preparing artist statement, development of concept and with exhibition installation, 1999 - 2019

### **DEPARTMENT OF ART STUDENT CURRICULUM ASSESSMENTS**

Sophomore Review, Senior Proposal, Senior Exhibition Review

Participate in all art assessments, Assessments take place each semester, Twice for senior proposals and once a semester for Sophomore Reviews, Senior Exhibition Reviews and Graphic Design Campaign Reviews take place individually with each graduating senior; Senior Proposal, Senior Exhibition Review – 1996 – 2019  
Sophomore Review 2001 – 2019

### **UNDERGRADUATE RESEARCH**

Supervise students in the ceramics area, assist with photography of work, entry documents, packing and shipping, Nicholls students have participated in all University of Louisiana system exhibition events as well as national juried ceramic competitions. In recent years ceramic students have been accepted into the NCECA National Student Juried Exhibition and the AMACO "Peep Show" National Juried Exhibition, 2011 – 2019

### **STUDY ABROAD RESEARCH SITE**

Extensive Moodle research resource developed for use with study abroad, Links, library database readings, digital videos, customized each year to compliment department of art study abroad program, 2009 - 2019

### **NICHOLLS STUDY ABROAD ONLINE**

Developed Art 180 and Humanities 204 for online delivery to students traveling with off-campus educational study abroad programs, Created web pages including information and forms necessary to register; Developed a Moodle site to be used in conjunction with these courses, [www.nicholls.edu/abroad-online](http://www.nicholls.edu/abroad-online), 2012 - 2018

### **COLLABORATION - WORLD WAR II MUSEUM**

Worked with the history department to develop history courses to be offered online in conjunction with WWII Museum's Normandy study abroad program, Worked with WWII museum staff and with Paul Wilson, Attended meetings, Advised on study abroad and online delivery, 2013-2015

Graphic Design Internship – Established a graphic design internship with WWII Museum, 2015

### **STATE EVALUATOR AND TRAINER IN VISUAL ARTS FOR GIFTED PROGRAM**

Evaluate and identify students for inclusion in talented art programs, Lafourche, Terrebonne, St. Mary, St. James, and Assumption, 1998 – 2019

### **SERVICE LEARNING**

Service Learning Client - St. Joseph Co-Cathedral, "A Future Full of Hope", critiqued designs, gave feedback, selected winning design, attended "200th Anniversary" opening event in support of student artist, Joseph Blake. 2017

Service Learning Client - Art 370 Alternative Media. Participated in interviews to select student participants, Class designed promotional materials for the Department of Art and required meeting with students, the class as a whole, discussion and critique, 2013 – 2014

Thibodaux Children's Museum - ART 304, Printmaking lesson. Nicholls students planned, coordinated and taught a printmaking lesson and the museum children created relief prints, 2015

Service Learning Client - Art 370 Alternative Media. Participated in interviews to select student participants, Class designed promotional materials for the Department of Art and required meeting with students, the class as a whole, discussion and critique, 2013 – 2014

Introduced Service Learning as a Component of Art 304 Art and Design for Elementary and Secondary Classroom Application, Completed in conjunction with South Louisiana Center for the Arts, Students prepared and presented a lesson to children at SOLA and gained valuable real world experience. 2009

### **TEACHER EDUCATION COUNCIL**

Art department representative 1996 – 2006, 2009

### **ART WORKS – RESOURCE FOR LOUISIANA ART EDUCATORS**

Website created as a result of technology training acquired through the PT3 grant, Designed as a resource for Louisiana Art Educators, Also used in conjunction with LINC grant, (see listing under grants) posting more than 90 cross-disciplinary lesson plans for K-12, 2003 – 2005

### **LOUISIANA ARTIST FELLOWSHIP**

Louisiana Division of the Arts Artist Fellowship recipient, \$5000 grant, this is the highest honor the state awards to an individual artist, 1999-2000

### **LORIO ENDOWED PROFESSOR OF FINE ARTS**

Selected as a recipient of the Lorio Endowed Professorship in Fine Arts.

### **NICHOLLS AWARDS**

Presidential Award for Outstanding Academic Administrator 2019

Distinguished Service Professor 2012

Marie Fletcher Distinguished Service Award 2007

Presidential Award for Teaching Excellence 2000

Academic Council Award 1999

Apple Award, Outstanding Faculty Mentor 2011

Apple Award, Outstanding Faculty Mentor 2005

Apple Award, Outstanding Faculty Mentor 2000

Apple Award, Outstanding Faculty Mentor 1998



## GRANTS

### **"Woodshop Project Completion – Safety and Health Enhancement"**

Louisiana Board of Regents – LEQSF \$64,100.00

This project sought to complete the upgrading of the Department of Art's Woodshop with a new dust collecting and ventilation system that will provide a more safe and healthful environment.

(Donegan, Williams, Pope) 2016

### **"Digital Photography Curriculum Enhancement"**

Louisiana Board of Regents – LEQSF \$32,984

This project sought to enhance the photography program by obtaining the equipment and software necessary for students to learn and understand modern digital processes and to produce quality digital photographs. (Donegan, Lillie) 2016

### **"Graphic Design Lab Enhancement"**

Technology Fee Grant - \$33,735

Grant to upgrade equipment and technology in the Graphic Design Lab, Responsible for obtaining \$20,000 in matching funds from a private donor to complete the lab. Total of lab enhancement \$53,735.

(Donegan, Rabalais, Jahnke) 2014-2015

### **"Makin Art Work"**

Greater New Orleans Foundation, \$5,000 Grant supported the presentation of free workshops for students in surrounding parishes. Workshops were presented in watercolor, sculpture, printmaking, graphics and photography, 2013

### **Recruitment Support – High School Day**

Obtained private funding for High School Day, \$1000 per year to support recruitment.

2008 - 2017

### **"Art Department Visual Delivery Enhancement"**

My Brother's Keeper Grant, \$4,000, 2012

### **"Make Your Mark"**

Visiting Artist Lecture Series, National Endowment of the arts, Federal Grant,

(Donegan, Lillie, Rabalais), \$10,000, 2011

### **"Enhancement of Technology in Art and Sculpture"**

Private Grant Source, acquired "Saw Stop" table saw for wood shop enhancement, \$7,500, 2010

### **"Beginning Photography Lab Enhancement"**

Undergraduate Enhancement in the Arts, LEQSF, (Donegan Lillie), \$15,000, 2009

### **"Technological Advancement within the Ceramics Laboratory"**

Undergraduate Enhancement in the Arts, Louisiana Education Quality Support Fund, (Donegan, Brown), \$24,000, 2007

### **"Learning to Integrate, Network and Connect (LINC) Art Across the Curriculum"**

U. S. Department of Education (The program is: Professional Development in Arts Education)

Collaborated with Shannon Lafont and Angie Hammerli in the attainment and implementation of a \$817,951.00 grant, 2006

### **"Graphic Design Lab/Technology Enhancement"**

Lorio Foundation/Technology Matching Funds

Worked with David Boudreaux in preparing proposal to Lorio Foundation for a Graphic Design Lab.

Prepared grant proposal for funding from Technology Matching Fund. (Donegan, Jahnke, Rabalais)

\$60,000 awarded by Lorio Foundation, \$20,000 awarded by Technology Matching Funds, 2006

**"Computerized Ceramic Firing Laboratory Kiln"**

Traditional Enhancement in the Arts, Board of Regents, LEQSF, 021ART04, (Donegan, Brown) \$37,556  
2004

## **SMITHSONIAN RENWICK GALLERY COLLECTION**

"Portrait of the Artist as Mom...Nightmare Sequence" accepted into the permanent collection of the Smithsonian American Art Museum's Renwick Gallery of Contemporary Art, Washington, D.C. 2003

## **EXHIBITIONS**

### **NATIONAL / INTERNATIONAL**

"Fresh Art" National Juried Exhibition, Marin Gallery, San Rafael, CA. 2020

"Valdosta National" Valdosta State University, Dedo Maranville Fine Arts Gallery, Valdosta Georgia, 2019

"Small & Mighty" National Juried Exhibition Clay Studio of Missoula, Montana, 2018

"Small Works" National Juried Exhibition, Main Street Arts, Clifton Springs, New York 2017

"Tenth Annual Cup Show: Form and Function" National Juried Exhibition, Gulf Coast State College, Visual and Performing Arts, Panama City, Florida 2017

"The Damned Exhibit" National Juried Exhibition, Tangent Gallery, Detroit, Michigan 2017

"The Peep Show" National Conference for Education in the Ceramic Arts, St. Louis Missouri. Work also featured on poster, 2016

"The Damned Exhibit", National Juried Exhibition, Tangent Gallery, Detroit, Michigan, 2016

"Northville Art House Small Works Juried Exhibit", National Juried Competition, Northville, Michigan, 2015

"Main Street Arts" National Juried Competition, Clifton Springs, New York, 2015

"Microcosmos", National Juried Competition, Gallery 621, Benicia, California, 2015

"The Damned Exhibit", National Juried Exhibition, Tangent Gallery, Detroit Michigan 2015

"2014 Small Works", National Juried Competition, Carriage Barn Arts Center, New Canaan, Connecticut, 2014

"Small Works", National Juried Competition, The Prince Gallery, Petaluma, California, 2014

"The Seventh Annual Cup Show: Form and Function" National Juried Competition, Gulf Coast College of Visual and Performing Arts, Amelia Center Gallery, Panama City, Florida, 2014

"500 Teapots", National Juried Competition, Pieces were juried for inclusion in this Lark publications book. (See publications.) 2013

"Mug Shots", National Juried Competition, LUX Center of the Arts in Lincoln, Nebraska. April 2013.

"The Peep Show" National Juried Competition, National Conference for Education in the Ceramic Arts, Houston, Texas 2013

"New Hampshire Institute of Art Ceramic Biennial Exhibition", National Juried Exhibition, New Hampshire Institute of Art, Manchester, New Hampshire 2012

"Elmhurst National Art Premiere 2011", National Juried Competition, Elmhurst Art Museum, Elmhurst, Illinois, 2011

"ACGA Clay and Glass", National Association of Clay and Glass Artists, National Juried Competition, City of Brea Art Gallery, Brea, California, 2010

20th Annual Midwest "Seasons" National Juried Competition, Center for the Visual Arts in Wasau, WI. Wasau, Wisconsin, USA 2009

"5th World Ceramic Biennale 2009", International Juried Competition, Icheon World Ceramic Museum Icheon, Korea 2009 *Honorable Mention Award*

"CraftForms" 14th Annual International Juried Exhibition of Contemporary Craft, Wayne, Pennsylvania 2008

"12th International Open, National Juried Exhibition, Woman Made Gallery Chicago, Illinois 2008

"Spineless Wonders, Invertebrates as Inspiration" National Juried Exhibition, Atrium Gallery, University of Southern Maine/Lewiston-Auburn, Lewiston, Maine, USA 2008

"Red", National Juried Competition, Baltimore Clayworks, Baltimore, Maryland, 2007

"Alabama Clay Conference Exhibition", National Invitational, Kennedy-Douglass Art Center, Florence, Alabama 2007

"Arts Alive", National Juried Competition, Kennedy-Douglas Art Center, Florence, Alabama 2007

"New Hampshire Institute of Art Ceramic Biennial Exhibition", National Juried Competition, New Hampshire Institute of Art, Manchester, New Hampshire, 2006 *Award Recipient*

"Blue Grass Clay National", National Juried Ceramic Art Exhibition, Yeiser Art Center, Paducah, Kentucky, 2006

"500 Cups" was a national juried competition for inclusion in a Lark book. (See Publications.) 2005

"Hot Stuff/Clay Tigers, LSU Ceramics 1970-2005.", National Invitational, The Signature Shop and Gallery, Atlanta, Georgia, 2005

"Hot Stuff/Clay Tigers, LSU Ceramics 1970-2005", National Invitational, Shaw Center for the Arts, LSU Gallery of Art, Baton Rouge, Louisiana, 2005

"AMACO / Brent 2004 NCECA Invitational Exhibition", National Juried Invitational, AMACO / Brent Gallery, Indianapolis, Indiana, 2004

"The Clay Cup IX", National Juried Exhibition, Southern Illinois University, Carbondale, Illinois, 2003

"La Petite XI" National Juried Competition, Alder Gallery, Coburg, Oregon, 2003

"National Teapot Show Five", National Invitational, Cedar Creek Gallery, Creedmore, North Carolina, 2002

"14th San Angelo National Juried Ceramic Competition", San Angelo Museum, San Angelo, Texas 2002

"Amaco NCECA Ceramic Exhibition", National Invitational, Kansas City, MO, 2002

"100 Teapots", National Juried Competition, Baltimore Clayworks, 2001

"Mentor-Student" Exhibition, Clemson University, South Carolina, 2001

"Crafts Forms", National Exhibition of Fine Contemporary Crafts, Wayne Art Center, Wayne, Pennsylvania, 2001

AMACO, American Art Clay Company, National Juried Clay Competition, selected work was included on a nationally distributed poster, 2001

"21st Anniversary Teapot Exhibition", National Teapot Invitational, Pinch- the Ferrin Gallery, Northampton, Massachusetts, 2000

"Teapot 11", National Teapot Invitational, Gallery Alexander, LaJolla, California, 2000

"Crafts National 34", National Juried Competition, Penn State University, Central Pennsylvania Festival of the Arts, Zoller Gallery, University Park, Pennsylvania, 2000

"NCECA National Invitational" Adam's Mark, Denver, Colorado, 2000

"Viewpoint Ceramics '99", National Juried Competition, Grossmont College, El Cajon, California, 1999

"1999 National Ceramic Competition", National Juried Competition, Kennedy-Douglas Center for the Arts, Florence, Alabama, 1999

"National Crafts 1999", National Juried Competition, Lancaster Museum of Art, Lancaster, Pennsylvania, 1999

"Whimsical and Functional Ceramic Drinking Cup Competition", National Juried Competition, Earthen Art Works, Los Angeles, California, 1999 *First Place Award Recipient*

"Below 2000", National Juried Competition, Portland Center for Contemporary Crafts, Portland, Oregon, 1999

"National Teapot Show IV", National Invitational Exhibition, Cedar Creek Gallery, Creedmor, North Carolina, 1999

"Let It Pour" - Teapots Large and Small", National Invitational Exhibition curated by Joan Houlehen, Katie Gingrass Gallery, Milwaukee, Wisconsin, 1999

"Teapot Show", National Invitational Exhibition, Vespermann Glass Gallery, Atlanta, Georgia, 1999

"Liberty Enlightening the People", National Juried Competition, Statue of Liberty Museum, New York, New York, 1998, *"Best in Show" Award*

"Crafts, Etc.", National Invitational, Fine Arts Center, Lubbock, Texas, 1998

"9th Annual Teapot Show Goes On The Road Again", National Juried Competition, Chiaroscuro Galleries, Chicago, Illinois, 1998

"9th Annual Teapot Show Goes On The Road Again", National Juried Competition, The Oconomowoc Gallery, Oconomowoc, Wisconsin, 1998

"Heart", National Juried Competition, Fine Arts Center, Lubbock, Texas, *Award Recipient*, 1998

"FAC Annual", National Juried Competition, Fine Arts Center, Lubbock, Texas, *Award Recipient*, 1998

"The 13th Annual Greater Midwest International", International Juried Competition, Central Missouri State University Art Center Gallery, Warrensburg, Missouri, 1998

"Mirror Mirror on the Wall...Women in Self Portrait", National Juried Competition, Mills Pond House Gallery, St. James, New York, 1997

"Brand XXVII", Twenty-Seventh Annual Exhibition, National Juried Competition of Ceramics, Glendale, California, 1997

"Spiva National Contemporary Crafts Competitive", Juried National Competition, George A. Spiva Center for the Arts, Joplin, Missouri, *Award Recipient*, 1997

"Hope Lights a Candle in the Darkness", National Juried Women's Art Competition, Marshall, Arkansas, 1997

"Craft Forms 97, National Juried Exhibition, Wayne Art Center, Wayne, Pennsylvania, 1997

"Feats of Clay IX", National Juried Competition, Lincoln Arts Center, Lincoln, California, *Award Recipient*, 1996

"Ceramics USA 1996", National Juried Competition, University of North Texas, School of Visual Arts, Denton, Texas, 1996

"18th Annual Vahki Exhibition", National Juried Competition, Mesa Arts Center, Mesa, Arizona, 1996

"Portraits", National Juried Competition, Cesar Chavez Student Center, San Francisco State University, San Francisco, California, (Ceramic sculpture "Portrait of the Artist as Mom, Nightmare Sequence", published as image for exhibition calendar, 1996

"1996 Monarch National Ceramic Competition", Kennedy-Douglas Center for the Arts, Florence, Alabama, 1996

"Tempe Tea Party", National Juried Competition, Tempe Art Center, Tempe, Arizona, 1995

"Private As Public", National Juried Competition, Boulder, Colorado, 1995

"North American Works", National Juried Competition, Matrix Gallery, Sacramento, California, 1995

"December Competition 95", National Juried Competition, Lubbock Fine Arts Center, Lubbock, Texas, 1995

#### STATE / REGIONAL

"Spotlight 97, Hickory Museum of Art, American Craft Council Southeast Juried Exhibition, Hickory North Carolina, 1997

"What's For Dinner?, State Functional Ceramics Invitational Exhibition, St. Tammany Art Association, Covington, Louisiana, 2006

"Southeastern Faculty/Guest Invitational", Southern State University Gallery, Hammond, Louisiana, 2004

"Fest for All" Invitational Exhibition, Baton Rouge, Louisiana, 2003

"Women Working With Realism", Invitational Group Show, Southeastern Louisiana University, Hammond, Louisiana, 2002

"Group Invitational", Group Show, Southeastern Louisiana University, Hammond, Louisiana, 2002

"Clay at the Turn of the Century", Regional Invitational, Covington, Louisiana, 2000

"Landscape of Louisiana Artists", Louisiana Invitational, Grand Opening Exhibit, River Oaks Square Arts Center, Alexandria, Louisiana, 1999

"Ceramics Instructors and Students", Regional Invitational, Southeastern Louisiana University, Hammond, Louisiana, 1997

"Contemporary Clay Survey", Slidell Cultural Center, Slidell, Louisiana, 1997

"Gallery Artists", Group Show, Baton Rouge Gallery, Baton Rouge, Louisiana, 1997

"Louisiana Environmental Invitational", Louisiana State University, Baton Rouge, Louisiana, 1996

"Gallery Artists", Group Show, Baton Rouge Gallery, Baton Rouge, Louisiana, 1996  
 "Sculpture Invitational", Group Show, Southeastern Louisiana University, Hammond, Louisiana, 1996  
 "Teapot Invitational", Southdown Museum, Houma, Louisiana, 1995  
 "Nicholls Connection", Group Show, Covington, Louisiana, 1995

## LOCAL

Faculty Exhibitions, Ameen Gallery, exhibited annually 1995 - 2018

"Type Face Off", Competition between NSU alumni and current students. Work in exhibition was auctioned with proceeds going to AIGA. (Graphic Design Professional Organization) Ameen Gallery, Thibodaux, Louisiana, 2012

"3-D Invitational", Houma-Terrebonne Arts and Humanities Council, Whitney Bank, Houma, Louisiana, 1999

"Nicholls State Art Alumni Show", Nicholls State University, Ameen Gallery, Thibodaux, Louisiana, 1999

"Louisiana Art Faculty", Faculty Exhibition, Ameen Gallery, Thibodaux, Louisiana, 2005

"Teapot Invitational", Southdown Museum, Houma, Louisiana, 1995

## PUBLICATIONS

"500 Teapots Volume Two", Handbuilt Ceramic Sculpture, "Gothic Teapot" was selected for inclusion in this Lark Book "500 Teapots Volume Two: contemporary explorations of a timeless design", editor; Linda Kopp, introduction by juror; Jim Lawton. Lark Crafts, an Imprint of Sterling Publishing Co. Inc. 2013

"2009 International Competition" World Ceramic Biennale Korea - "Adventures of the Fire", Catalog and Book of work and artists included in the exhibition. First published April 25, 2009 by Hyo-On SEO.

"pov, point of vue" Magazine, September 2007, Vol. 1, Issue 6, article entitled "life=art", pgs. 28-29, 2007

"500 Cups", Handbuilt ceramic sculpture, "Primavera Goblet", selected by jury for inclusion in this Lark Book "500 Cups", Ceramic Explorations of Utility and Grace, Suzanne J. E. Tourtillott, Editor; Lark Books, Sterling Publishing, 2005

"Tigris-Euphra-Tea", was chosen from the exhibition "Hot Stuff/ClayTigers..." for review by *Ceramics Monthly* national periodical of the ceramic arts, photograph and caption included in the article, six artists were selected for individual recognition Summer issue, pgs. 15-16, 2005

*The Studio Potter*, Periodical, June, Volume 29 Number 2, article entitled "New Orleans Gumbo: Twenty-six ceramic artists from South Central Louisiana", 2001

Subject of article "Whimsical Imagery" in *Arts and Activities Magazine*, a national publication for art educators October, 2001

Subject of *Ceramics Monthly* article entitled "Jean Nunez Donegan", national publication in the ceramic arts January, 2000 (Dr. Deborah Cibelli author)

*Country Roads Magazine*, "Locally Hand-crafted Teapots, Don't Call Me Short and Stout", feature article about regionally produced teapots, photograph of work included, 1998

Art work included in the book "The Best of New Ceramic Art", featuring Winners of Monarch National Ceramic Competition, Guild Publishing, 1997

*NCECA Journal*, Volume 15, authored article entitled "Handbuilding Techniques" Demonstration by Dennis Siporski. Article relating type of demonstration, influences, techniques and technical information, 1994

## PRESENTATIONS

### **"Low Fire Ceramic Techniques and Processes"**

National Presentation, National Council on Education for the Ceramic Arts, 45<sup>th</sup> Annual Conference, Tampa, Florida 2011

### **"Department of Art Study Abroad"**

Regional Presentation - presentation of educational and cultural practices and strategies used in conjunction with the Department of Art Study Abroad Program, Developed for the regional Dean's Conference, 2008

### **"Cross-Disciplinary Lesson Integration Workshop"**

Two discipline program integrating art and movement - Angie Hammerli co-presenter Presented for teachers associated with the Learning to Integrate and Network Across the Curriculum grant program. Brought together members from all three grant cohorts from Lafourche Parish, 2008

### **"Lowfire Glazing Secrets and Techniques"**

Presentation/Workshop, Southeastern State University, Hammond, Louisiana, 2008

### **"Highfire vs. Lowfire in Beginning Ceramics at the College Level"**

National venue, Facilitator; Discussant, NCECA "Investigations, Inspirations, The Alchemy of Art and Science" 38<sup>th</sup> Annual Conference of the National Council on Education for the Ceramic Arts, 2004

### **"Handbuilding and Lowfire Techniques"**

Presentation/Workshop, Southeastern State University, Hammond, Louisiana, 2004

### **"ArtWorks website - A resource for Louisiana Art Educators"**

Jean N. Donegan and Karin Eberhardt Presenters, presentation given at LACUE 2003, "Imagine the Possibilities", Louisiana Association of Computer Using Educators, LACUE, Alexandria, Louisiana (ArtWorks can be viewed at [www.nicholls.edu/artworks/](http://www.nicholls.edu/artworks/)), 2003

### **"Artworks website - A resource for Louisiana Art Educators"**

Presenter LACUE Workshop, Louisiana Association of Computer Using Educators, Regional Conference, Nicholls State University, Thibodaux, Louisiana, 2003

## LOCAL PRESENTATIONS

### **"Department of Art Study Abroad - Educational Travel Program"**

Presentations regarding each year's study abroad program, educational and instructional presentations prior to travel, Presented each year at local high schools and on campus, 1996 – 2019

### **"European Travel"**

Thibodaux Rotary Club, Thibodaux, Louisiana, 2008

### **"Jean Donegan, Personal Work and Development"**

Thibodaux Women's Club, Thibodaux, Louisiana, 2008

### **"Jean Donegan, Personal Work and Development"**

Ta Wa Si, Women's Club, Thibodaux, Louisiana, 2007

### **"Sparkling Creativity in the Young Child"**

Messiah Montessori School's Explore the World of the Child Conference, Houma, Louisiana, 2003

**"European Culture and Monuments - Sharing Knowledge from the Voice of Experience."** Terrebonne Association for Family and Community Education, Houma, Louisiana, 2003



**"Art Careers and Opportunities at Nicholls State University"**

Presentation relating to Programs, Careers and Facilities available through the Department of Art, H. L. Bourgeois Art Class, Dwayne Adams, art instructor, Houma, Louisiana, 2002

**"Introduction to Ceramics"**

On-site lecture and demonstration for Thibodaux High School's Fine Art class, John Robichaux, instructor; Included handbuilding and wheel throwing demonstrations, explanation of clay processes, firing information, viewing of kilns and brief ceramic history, 1998

**"Sparkling Creativity in the Young Child"**

Conducted for Creative Learning Preschool, Lisa Silverii, Director, 1997

**"Art For the Elementary School Teacher"**

St. Mary's Nativity School, Raceland, Louisiana, 1995

## **UNIVERSITY AND COLLEGE SERVICE**

**EDUCATION CURRICULAR REDESIGN COMMITTEE**

Met with Allyson Theriot, Channing Parfait and Ross Jahnke to assess changes needed to comply with new state requirements for student teaching. Held discussions with art faculty to brainstorm possible solutions. Met again with the committee including Kelly Rodrigue and Christina Allemand. Resolved issues, made changes to curriculum and processed paperwork through Courses and Curriculum. 2019

**FACULTY WELFARE COMMITTEE**

Elected University Standing Committee, Work in faculty interest as requested by Faculty Senate and Administration, 2008-2018

**COLONELS CORNER AT THIBODAUX ARTS WALK**

Worked with Monique Crochet and Michele Caruso to coordinate the Department of Art's display and activities for the Arts Walk Event. Worked with Michael Williams, discussed faculty participation, materials needed, acquisition of easels. 2018

**A+ SCHOLAR COMMITTEE**

1996 - 2015, Participation in A+ Event 2008 - 2015

**FOUNDATION DINNER, PROGRAM COORDINATOR**

Created and delivered a presentation introducing the Art Works Fundraiser; Coordinated a photography activity presented by art students for attendees, 2016

**PHI KAPPA PHI HONORS FRATERNITY**

Member, former Vice-President. 2014 - 2019

**HONORS BANQUET COMMITTEE, ARTS AND SCIENCES**

Chairperson 2006 - 2012. Committee Member 2013 - 2019

**DISTINGUISHED SERVICE PROFESSOR SELECTION COMMITTEE**

Reviewed applications and selected award recipient, 2016

**PRESIDENTIAL AWARD FOR TEACHING EXCELLENCE COMMITTEE**

Reviewed applications for Presidential Teaching Award nominees, Attended meeting for the selection of award recipient, 2010, 2015, 2016

**COMMON FORM TASK FORCE**

Committee Chairperson -Worked with representatives of Arts and Sciences to re-visit the common form for possible improvements, 2013

**ACADEMIC STANDARDS AND POLICIES COMMITTEE**

Standing University Committee, Evaluates the merit of the student appeals, 2004-2013



**NICHOLLS HIGH SCHOOL RALLY**

Created guidelines for art rally entries, judged or arranged for judges of exhibition, 1995 - 2003  
Responsible for the coordination of rally art exhibition- accept entries, work with faculty to hang and judge show, promote department during the event, 2004 – 2012

**SEARCH COMMITTEE, VICE PRESIDENT FOR ACADEMIC AFFAIRS**

Faculty Representative, 2011

**MACK NOLAN ENDOWED PROFESSORSHIP COMMITTEE**

Committee Chair - Committee formed to select the recipient of the Mack Nolan Endowed Professorship, Prepared necessary paperwork, conducted meeting, made selection, 2010

**UNIVERSITY INTERNATIONAL EDUCATION/ACTIVITIES COMMITTEE**

Member - Work to meet needs of foreign students on Nicholls campus, Committee produced a digital presentation of Study Abroad Programs on the Nicholls campus, Presented before Sally Claussen and Board of Regents, 2006 - 2011

**SEARCH COMMITTEE, DEAN, COLLEGE OF EDUCATION**

Arts and Sciences Representative, 2006

**ARTS AND SCIENCES HUMANITIES COMMITTEE**

Committee Member – Committee formed to develop a Humanities minor, worked on catalog description and requirements for humanities minor, 2005

**COMMUNITY SERVICE****NICHOLLS CAN FOOD DRIVE – PROJECT ORIGINATOR**

Responsible for the creation, initiation, organization and supervision of the Nicholls Can! Food Drive. The "Nicholls Can" project is a community service initiative that involves the entire Nicholls Community. The university-wide drive serves the six food banks in the Nicholls Service Area – Thibodaux, Raceland, Galiano, Houma, Morgan City, and Dulac. Since its initiation in 2012, the drive has collected over 60,000 items for donation, Project Director - 2012 – 2017, Committee Member 2018 - 2020

**CAN WARS**

Initiated "Can Wars" with Student Government Association to involve more students in Nicholls Can drive, Competitive event using donated items to build structures, 2013 – 2017

**THIBODAUX ARTS WALK IN CONJUNCTION WITH NICHOLLS 70TH ANNIVERSARY**

Responsible for planning and organization of this event. Worked with faculty, Monique Crochet and Fremin's Restaurant, 2018

**MAX CHARTER SCHOOL**

Worked with student volunteers to create backdrops for Max Charter School's Christmas production, 2016, 2017

**SPECIAL NEEDS STUDENTS CERAMIC WORKSHOP**

Worked with art student volunteers to conducted a workshop (3 sessions) for special needs students on campus, 2015 - 2016

**ST. VINCENT DE PAUL PHARMACY**

Designer – Designed publicity materials for St. Joseph's "Fill the Pill Bottle" campaign to help supplement insulin shortages, 2013

**PELTIER PARK MURAL / CITY OF THIBODAUX**

Collaboration between the City of Thibodaux and Nicholls Department of Art in conjunction with the service initiative associated with Homecoming, Attended meeting and presentation for the selection of the mural design, Participated in painting the mural, Wrote brief speech for dedication and presented, 2012

**THIBODAUX ARTS WALK**

Program Co-Coordinator - Demonstrations and gallery display of art work as part of the "Arts Walk" event for Downtown Thibodaux, 2008 – 2011

**THIBODAUX MAIN STREET BOARD OF DIRECTORS**

Member - Worked with the planning of events, promotions and design for the revitalization of downtown Thibodaux, One of five members who wrote a successful grant to become an official Louisiana Mainstreet City, 2008, 2009

**LOUISIANA CONGRESSIONAL ART SHOW**

Judge - Served as the judge for this art competition in Charlie Melancon's district, 2008

**ART ACTIVITIES IN CERAMICS FOR FOSTER AND ADOPTIVE CHILDREN** - Coordinator - Organized, planned and demonstrated art activities in clay for local foster and adoptive children, 2008

**ST. JOSEPH CO-CATHEDRAL DISASTER RELIEF/CATHOLIC SERVICES**

Designer - Hurricane Gustav, Designed and produced four e-mail flyers sent throughout the parish to publicize the relief efforts, photographed the images used in the publications, flyers were later printed as a supplement to the parish bulletin, 2008

**DISASTER RELIEF WORKER**

Worked with the Red Cross to serve and distribute food in the aftermath of Hurricane Gustave, 2008

**BAYOU REGION LOUISIANA'S WOMEN LEADERS**

Representative Artist - Representative artist in ceramics, exhibition held in conjunction with "Bayou Region Louisiana's Women Leaders" Conference held at Nicholls State University, 2006

**DEPARTMENT OF ART KATRINA EVACUEE ART ACTIVITIES**

Activity Leader/Organizer - Assisted in organization and development, scheduling and execution of art activities for Katrina evacuees on campus, Nicholls State Campus, 2005

**ARTS ALIVE DOWNTOWN THIBODAUX**

Organizer/Participant - Organized students, and worked with setting up, display of work, packing and transport. Participated with students in "Arts Alive" event, transport of ceramic work, set up, packing, take down, etc. 2005

**MAIN STREET ART CO-OP**

Project Member - Co-authored the proposal presented to Dr. Falcon, concerning the development of an art co-op in downtown Thibodaux, Worked with faculty, administrators, architects, Necessary funding was unavailable and project could not go forward, 2004, 2005

**OFFICE OF CULTURAL DEVELOPMENT STATE OF LOUISIANA**

Visual Arts Panelist - Visual Arts and Crafts Fellowship, Office of Cultural Development, Division of the Arts, State of Louisiana, panel selects recipients of several \$5000 grants, this grant is the highest honor that the state awards an individual artist. 1998, 2000, 2002, 2003

**KID'S AT ART FUNDRAISER FOR ST. MATTHEW'S HOUMA SCHOOL**

Demonstrator - Participated in "Kids At Art", provided ceramic art activities with proceeds given to local school, art students also participate, 1995 - 1998

**E.D.WHITE – SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS (SACS)**

Visiting Committee Member - Visiting Committee member in the Art area for E.D.White High School's SACS visit, 1998

**HABITAT FOR HUMANITY**

Worked with "Habitat for Humanity" in obtaining donated ceramic objects for their auction, 1997, 1998

**OFFICE OF CULTURAL DEVELOPMENT STATE OF LOUISIANA**

Crafts Marketing Panelist - Member of Crafts Marketing Panel, State of Louisiana, Office of Cultural Development, Division of the Arts, 1997

**THIBODAUX SERVICE LEAGUE**

"Art Smart" Consultant - Consultant to Thibodaux Service League in the development of "Art Smart" program, met with committee headed by Laureen Bagley several times, Program was aimed at bringing art and art experiences to public school children throughout Lafourche parish, 1996, 1997

**FAMILY AND CONSUMER SERVICES STATE CONVENTION**

Judge for Family and Consumer Services State Convention - Scrapbook Competition, 1996

**ELDERHOSTEL**

Demonstrator/Workshop Coordinator - Two day workshop type event, demonstrations, glazing, and firing, 1995

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

**PERSONNEL COMMITTEE**

**June 24, 2021**

**Item I.3.**      **Nicholls State University's** request for approval to appoint Dr. Janice Lyn as Dean of Students effective May 17, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Janice Lyn as Dean of Students effective May 17, 2021 at an annual salary of \$84,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Nicholls State University's request for approval to appoint Dr. Janice Lyn as Dean of Students effective May 17, 2021.*



**Nicholls State University**

**Office of the President**

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

I.3.

June 7, 2021

**Via Electronic Transmittal Only**

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

Dear Dr. Henderson:

Nicholls State University requests consideration and approval of the following to be placed on the agenda for the June 24, 2021 meeting of the Board of Supervisors for the University of Louisiana System:

*Appoint Dr. Janice Lyn-Dean of Students.*

Effective date of appointment is May 17, 2021 at an annual salary of \$84,000.00. Dr. Lyn's resume and other pertinent search documentation are attached for your reference.

Thank you for your assistance in this matter.

Sincerely,

Jay Clune  
President

JC/apf

Enclosures

- c: Dr. Sue Westbrook, Provost/Vice President for Academic Affairs, Institutional Effectiveness & Enrollment Services  
Mr. Terry Braud, Vice President for Finance & Administration  
Mr. Jonathan Terrell, Athletic Director  
Dr. Michele Caruso, Vice President for Student Affairs  
Dr. Todd Keller, Vice Provost & SACSCOC Coordinator  
Mr. Steven Kenney, Assistant Vice President for Human Resources, CDIO & Title IX Coordinator  
Ms. Paulette Mayon, Internal Auditor  
Ms. Claire Bourgeois, Faculty Senate President  
Ms. Renee Hicks, Assistant Vice President of Institutional Effectiveness Access & Success  
Ms. Monique Crochet, Executive Director of External Affairs

# **Janice Lyn, Ph.D.**

213 Charleston Court South, Montgomery, Alabama 36117 ☎ 334-782-0497 ✉ jlyn\_1@yahoo.com

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## **EDUCATION**

**Doctor of Philosophy**, Specialization in Higher Education Administration  
University of New Orleans, College of Education, December 1998

**Master of Arts**, Educational Administration  
University of New Orleans, College of Education, August 1993

**Bachelor of Arts**, Sociology  
University of New Orleans, College of Liberal Arts, December 1991

## **PROFESSIONAL EXPERIENCE**

**Consultant** (September 2020 – December 31, 2020)

Valdosta State University, Valdosta, Georgia

- Provide consulting services to Valdosta State University.
- Title VII: Respond to Title VII complaints and investigate them in collaboration with Human Resources or the Office of Internal Audit.
- Title IX: Serve as the Title IX Coordinator and Hearing Officer on Title IX complaints.
- Accommodations: Respond to requests for accommodations from faculty, staff, and student employees

**Consultant** (June 2019 - Present)

Air University, Maxwell Air Force Base, Montgomery, Alabama

- Provide consulting services to Air University.
- Assist Air University with Community College of the Air Force Initiatives (CCAF), Air Force Board of Visitors (BOV), and Faculty processes and standards.
- Assist Air University in conducting educational programs, individual and course effectiveness assessment activities for its respective programs, courses and lessons to measure student change in both the cognitive and affective domain.
- Perform assessment support to include administering, collecting, and analyzing assessment data (such as pre- and post-course attitudinal surveys, pre-course tests, situational judgment tests, and end course surveys) for Air University courses, Air University sponsored events, and other emerging requirements.
- Identify performance trends and indicators to include accessing and analyzing data for significant course periods as needed.

**Vice Chancellor, Student Affairs** (October 2012 - June 2019)

**Dean, Student Affairs** (August 2011 - October 2012)

Division of Student Affairs

Auburn University at Montgomery, Montgomery, Alabama

- Supervised offices, programs, and services within the Division of Student Affairs including Student Involvement and Leadership Programs (Greek Life, Student Government, Leadership Cabinet, Student Organizations, and Campus Activities Board), Intramural Sports, Counseling Center, Career Development Center, Disability Services, Student Accountability and Advocacy, New Student Orientation and Transition Programs, and Diversity and Inclusion.
- Managed the Student Affairs budget, ensuring efficient use of university resources and maintaining fiscal accountability.
- Worked collaboratively with Student Affairs staff, student groups, and other members of the

University community to develop co-curricular programming, assuring integration with the academic life of the institution and encouraging student personal growth and development.

- Supervised the development and coordination of policies and procedures relative to student activities, and the annual production of the Student Handbook and other documents. Provided leadership for the development, implementation, and evaluation of policies and regulations pertaining to student life, including those related to alcohol and drugs, student conduct, and campus life. Title IX Coordinator. Supervised and developed faculty development courses in the area of: student advising, Title IX compliancy, emergency management, student development, retention, and student support services.
- Worked collaboratively with senior leadership and the campus community to drive change and commitment to diversity and inclusion programs and initiatives (e.g., gender neutral restrooms, lactation room, Global Education Center).
- Created and implemented broad diversity and inclusion strategies to include a university wide diversity committee and a new diversity statement.
- Provided campus-wide training on topics to include first amendment, Title IX, threat assessment, bias response training, code of conduct, and policies in higher education impacting the University.
- Responsible for systematically designing, developing and delivering instructional products in a classroom environment and on learning management systems including: CANVAS, Blackboard, Zoom, and Adobe Connect.
- Conducted a needs analysis, developed and taught courses on Title IX compliancy.
- Chair, Threat Assessment Team.
- Chair, Athletic Appeals Committee.
- Member of the University Senior Staff serving as an advisor to the Chancellor.

#### **Dean, Student Affairs (2008-2011)**

Division of Student Affairs

University of New Orleans, New Orleans, Louisiana

- Supervised functions of the Division of Student Affairs including Counseling Services, Career Development, Judicial and Student Assistance, Disability Services, Student Involvement and Leadership, Greek Affairs, and Student Health Services.
- Supervised grant-funded programs under Student Support Services: Educational Talent Search Program, Project Access, Project Pass, and Classic Upward Bound.
- Liaison for students with complaints, concerns, or questions regarding other University entities.
- Managed the Student Affairs budget.
- Worked collaboratively with constituencies across the campus in shaping policies, programs and initiatives that enhance the campus community.
- Developed and taught the University 1000 course for new students which included writing development, time management, study skills, and oral communications.

#### **Associate Dean, Student Affairs (2000-2008)**

Division of Student Affairs

University of New Orleans, New Orleans, Louisiana

- Supervised all functions of the Judicial and Student Assistance Office, Disability Services, and the Parking and Traffic Ticket Appeals Office.
- Assisted the Dean of Student Affairs with the supervision of the Division, including Multicultural Affairs, Career Development, Children's Center, Counseling Services, International Students and Scholars, Student Development Activities, and Student Health Services.

- Served as a liaison for students with complaints, concerns, or questions regarding other University departments.
- Served on behalf of the Dean of Student Affairs in her absence.

**Interim Assistant Dean for Judicial and Student Assistance (1998-2000)**

Division of Student Life

University of New Orleans, New Orleans, Louisiana

- Supervised all functions of the Judicial and Student Assistance Office.
- Coordinated the Faculty/Student Judicial Affairs Committees.
- Developed new Academic Integrity Policy and new Judicial Policy.
- Implemented and maintained new computerized database to track judicial cases.
- Implemented and administered a comprehensive student judicial program, including education, training, advising, and counseling of students, faculty, staff, board members, and hearing panel participants.
- Conducted ongoing research on judicial issues.

**Instructor, University Success 1000 (1998-2000)**

Office of Enrollment Management/Retention

University of New Orleans, New Orleans, Louisiana

- Planned, organized, and taught this one-credit freshman-level course with an enrollment of approximately 25 students.
- Coursework included an in-depth review of skills and issues relevant to personal and academic success at the University. Specific topics included time management, effective note-taking and test preparation, interpersonal communication, critical thinking, diversity, money management, health and wellness, and stress management.
- Course requirements included class attendance and participation, ten assignments, and a journal. Students were evaluated and assigned a letter grade based on completion and performance of these requirements.

**Director, Office of Disability Services (1994-2000)**

Division of Student Life

University of New Orleans, New Orleans, Louisiana

- Supervised services and accommodations provided by the Office of Disability Services (ODS) Accommodative Testing and Adaptive Technology Center.
- Conducted intake activities to register students with disabilities for services with ODS (e.g., intake interviews, assessment of documentation, assignment of appropriate accommodations).
- Coordinated an extensive career service program for students with disabilities
- Facilitated ongoing development and implementation of policies and procedures
- Supervised installation of adaptive technology stations across campus
- Provided individual disability-related academic counseling.
- Served as a liaison for community resources (e.g., vocational rehabilitation), informing students, faculty, and staff of the availability of resources.
- Managed operating budget and participated in grant-writing projects
- Hired, trained, supervised, and evaluated ODS staff (graduate assistants and graduate student workers).
- Served as campus Section 504 Compliance Officer and served on ADA Steering Committee.
- Provided ongoing education for the campus community with regard to disability-related issues.
- Supervised practicum and internship students.



- Participated on the Louisiana Transition Team.
- Coordinate annual ODS Orientation programs for new and returning students.

**Co-Instructor, Academic Orientation 1001, Study Skills for Students with Learning Disabilities**

(1993)

Office of Enrollment Management/Retention

University of New Orleans, New Orleans, Louisiana

- Assisted in planning, organizing, and teaching this one-credit course for students with learning disabilities.
- Coursework included assessing personal qualities to set goals and developing strategies in time management, listening, notetaking, test taking, thinking critically, advocacy, and career planning.
- Course requirements included class attendance, participation, and two written examinations. Students were evaluated and assigned a letter grade based on completion and performance of these requirements.

**Notetaker/Reader Manager, Office of Disability Services (1992)**

Division of Student Life

University of New Orleans, New Orleans, Louisiana

- Served as editor of *UNO Access Ability* newsletter, *UNO Disability Services Faculty Manual*, and *Abilities* (a collection of work by students with disabilities).
- Developed, implemented, and coordinated a volunteer notetaking service for students with disabilities.
- Developed, implemented, and coordinated a reader services program for students with disabilities.
- Led sensitivity training to readers and volunteer notetakers about disability issues.

**RESEARCH**

- On-going legal research in order to revise campus protest/mass demonstration policy. (2009 - present)
- On-going research to maintain a university-wide judicial policy. (1998 - present)
- On-going legal research on court cases involving postsecondary students with learning disabilities and classroom accommodations/course substitutions. (1993 - present)
- Researched and developed a comprehensive Academic Integrity Policy. (1999-2000)
- Administered a survey measuring: (1) faculty knowledge of disability law in higher education; (2) faculty knowledge of disability-related policy specific to the University; (3) level of general tolerance toward others; (4) prior contact (i.e., number of students with disabilities, range of disabilities); and (5) attitudes toward disability law and willingness to make accommodations. (1998)
- National Postsecondary Student Aid Study (NPSAS-87) population of more than 16,000 students used to analyze factors contributing to the persistence of traditional age students with disabilities in higher education. Tested a model explaining the relationship of social, economical, academic, and disability characteristics to persistence, and discussed implications for the disabled student as well as the institution. (1992-1993)
- Conducted research to establish an extensive career service program for students with disabilities within the Office of Disability Services at the University of New Orleans. (1992-1993)
- Designed and implemented volunteer notetaking and reader services for students with disabilities at the University of New Orleans. Responsibilities included researching information for program development by conducting ERIC searches; compiling, summarizing, and organizing journal

articles; and surveying other institution's programs. (1992)

## **ABSTRACTS**

Contributing writer, Postsecondary Education Issues for Transition-Age Adolescents with Disabilities and/or Special Health Care Needs: A Guide for Teenagers and Their Families, LSU Health Sciences Center, Human Development Center, August 2001.

Lyn, J. (1998). An analysis of the factors contributing to faculty attitudes when teaching and advising students with disabilities enrolled at an urban institution. *Dissertation Abstracts International*.

Lyn, J. (1993). The influence of being disabled on within-year persistence by students attending four-year postsecondary institutions. *Master's Abstracts International*.

## **PRESENTATIONS**

Lyn, J. (2016-2017). Auburn University at Montgomery, Women Leads, Lecturer.

Lyn, J. (2015). 10<sup>th</sup> Confucius Institute Global Conference. Shanghai, China.

Lyn, J. (2015). Student Integration between U.S./China relations. Hubei University of Economics. Wuhan, China.

Lyn, J. (2013). 8<sup>th</sup> Global Confucius Institute Conference, Beijing, China.

Lyn, J. (2012). Auburn University at Montgomery, AUM Women Speaks Panel Member

Lyn, J. (present). Presentations ongoing. Topics of presentations related to areas supervised, and done alone or collaboratively with other members of the community.

Lyn, J. (2006). University Success New Faculty Trainer. Session Presenter, University of New Orleans, New Orleans, Louisiana.

Lyn, J. (2000-2011). International Student Orientation: Academic Dishonesty and Judicial Affairs. Session Presenter, University of New Orleans, New Orleans, Louisiana.

Lyn, J. (1999-2011). New Faculty Orientation to Judicial Affairs & Disability Services. Session Presenter, University of New Orleans, New Orleans, Louisiana.

Lyn, J. (1998). Providing Accommodations in Higher Education. Louisiana Rehabilitation Association (LRA), Baton Rouge, Louisiana.

Lyn, J., Thomas, J., & Whitney, K. (1997). Service/Program delivery for special populations: Implications for SSAOs. Session Presenters, NASPA Region III SSAO Conference, New Orleans, Louisiana.

Brown, B., Fisher, J., Lyn, J., & Walsh, P. (1997). Transitioning students with disabilities from high school to college. Session Presenters, Louisiana Association for Student Assistance Providers (LASAP), New Orleans, Louisiana.

Caldwell, J., Lyn, J., & Thomas, J. (1996). Multiculturalism in residential housing for resident and community assistants. Guest Presenters, University of New Orleans, Louisiana.

Lyn, J. (1996). Accommodating students with disabilities in higher education. Guest Presenter, New Faculty Orientation Chairs Forum, University of New Orleans, New Orleans, Louisiana.

Lyn, J. (1995). Diversity in Disability. Presenter, National Disability Awareness Month, University of New Orleans, New Orleans, Louisiana.

Lyn, J. (1993). Using adaptive technology to enhance performance by students with learning disabilities. Presented at the University of New Orleans, New Orleans, Louisiana.

Lyn, J. (1993). Improving notetaking and listening skills for learning disabled students. Presented at the University of New Orleans, New Orleans, Louisiana.

Lyn, J. (1993). Time management and the learning-disabled student. Presented at the University of New Orleans, New Orleans, Louisiana.

#### **OTHER ACTIVITIES**

- Higher Education Partnership Board of Directors (2016-2018)
- Southern Association of Colleges and Schools Reaffirmation Committee (2015-2018)
- Leadership Montgomery (2015)
- Strategic Planning Committee, Montgomery Catholic Preparatory School (2014)
- AUM Leadership Academy (2013)
- AUM Retention Committee (2012-2019)
- Junior League of Montgomery (2012-2019)
- The National Society of Leadership and Success (2012)
- Auburn University at Montgomery/Auburn Student Insurance Committee (2011-2019)
- Diversity Advisory Committee (1998-2011)
- Southern Association of College and Schools (SACS), Evaluator (2009)
- Legal Issues in Higher Education (2008)
- Association of Higher Education and Disability (2007)
- Gehring Campus Judicial Affairs Advanced Judicial Training Institute (2006)
- LSU Board of Regents Science Recovery & Discovery: The Role of Higher Education in Securing a Sustainable Future (2006)
- University of Louisiana-Monroe Judicial Institute (2005)
- Association of Higher Education and Disability (2005)
- National Legal Aid & Defenders Association Student Legal Services Training (2004)
- Administrative Appointment to UNO Graduate Faculty (2000-2001)
- Justice Center of Atlanta (2001)
- Mediation and Conflict Management Training, Justice Center of Atlanta (2001)

- Association for Student Judicial Affairs, Clearwater, Florida (February 2000)
- Omicron Delta Kappa Advisor (Inducted April 2000)
- University of New Orleans Staff Council President (1998-1999)
- Diversity Education Institute, Texas A&M University (1998)
- Women and Addiction Institute, University of New Orleans, New Orleans, Louisiana (1996)
- Postsecondary Learning Disabilities Training Institute, University of Connecticut, North Windham, Connecticut (1994-1997)

### **PROFESSIONAL MEMBERSHIPS**

- Association for Student Conduct Administration (ASCA)
- National Association of Student Personnel Administrators (NASPA)
- Southeastern Association of College Student Affairs (SACSA)
- College Student Educators International
- Association of Title IX Administrators (ATIXA)
- National Association of Diversity Officers in Higher Education
- Alabama Association of Higher Education Diversity Officers
- Omicron Delta Kappa Sustaining Circle

### **REFERENCES**

Available upon request

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

**PERSONNEL COMMITTEE**

**June 24, 2021**

**Item I.4.**      **Northwestern State University's** request for approval to appoint Dr. Joel Hicks as Dean of the College of Nursing and Allied Health effective July 1, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Joel Hicks as Dean of the College of Nursing and Allied Health effective July 1, 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 for approval to appoint Dr. Joel Hicks as Dean of the College of Nursing and Allied Health effective July 1, 2021.***



I.4.

June 1, 2021

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 Dean, College of Nursing and Allied Health

Dear Dr. Henderson:

Northwestern State University is submitting the following item to be placed on the agenda for approval at the June 2021 Board meeting:

*Appointment of Dr. Joel Hicks as Dean, College of Nursing and Allied Health  
at an annual salary of \$127,400 beginning July 1, 2021.*

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

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio  
President

Attachment

Joel M. Hicks, EdD, RT(R)

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

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## Employment

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Director	2017-Present
Associate Professor (Tenured)	2016-Present
Honors Coordinator	2011-Present
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 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, and the Master of Science in Radiologic Sciences (MSRS) programs. Have a 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. Participate in grant writing, scholarly research, publication, and presentations. Managed the accreditation process for the BSRS program as a Clinical Coordinator. Actively involved with university assessment and accreditation. Developed a Post-Baccalaureate Certificate Program in Invasive Cardiovascular Technology, which was implemented in spring 2018.

<b>Item Writer</b> <i>Elsevier-HESI</i>	2015-2017
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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>Adjunct Online Faculty</b> <i>Bacone College</i>	2015-Present <i>Muscogee, Oklahoma</i>
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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>Technologist, Heart Cath Lab (PRN)</b> <i>Christus Highland Health System</i>	2013-2017 <i>Shreveport, Louisiana</i>
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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.

**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.

**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.

**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.

**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

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Doctor of Education in 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

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

## Professional Affiliations

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- 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

## Funded Grants

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- 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

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- 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

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- Northwestern State University Faculty Senate (Vice-president), 2015-2017
- Committee on Committees (Chair), 2015-2017
- Senate Executive Committee, 2013-2017
- Northwestern State University Strategic Planning Committee, 2015-Present
- Northwestern State University Market Responsiveness Subcommittee, 2016-Present
- Calendar Committee, 2016-Present
- 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

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### 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

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- (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

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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.

## 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.

## Textbooks & Online Material

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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.

## Presentations & Research

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### National

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.

### Research in Progress

"A Review of Evaluation Research in Distance Education Programs" (Literature review in conjunction with Dr. Olatunde Ogunyemi, Grambling State University)

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

**PERSONNEL COMMITTEE**

**June 24, 2021**

**Item I.5.**      **Northwestern State University's** request for approval to appoint Ms. Reatha Cox as Vice President of the Student Experience effective July 1, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Ms. Reatha Cox as Vice President of the Student Experience effective July 1, 2021 at an annual salary of \$125,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University's request for approval to appoint Ms. Reatha Cox as Vice President of the Student Experience effective July 1, 2021.***



I.5.

June 9, 2021

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

Re: Appointment of Ms. Reatha Cox, Vice President of the Student Experience

Dear Dr. Henderson:

Northwestern State University is submitting the following item to be placed on the agenda for approval at the June 2021 Board meeting:

*Appointment of Ms. Reatha Cox as Vice President of the Student Experience  
at an annual salary of \$125,000 beginning July 1, 2021.*

Please find attached Ms. Cox's current resume and transcript.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio  
President

Attachment

# Reatha C. Cox

---

143 Fox Run Drive | Natchitoches, LA | 318.481.8488 | reathacox82@gmail.com

## EDUCATION

### **Master of Arts, Student Personnel Services**

May 1994

Northwestern State University | Natchitoches, Louisiana

### **Bachelor of Arts**

May 1987

**Northwestern State University** | Natchitoches, Louisiana

Major: Journalism, with Concentration in Public Relations

Minor: English

## WORK EXPERIENCE

### **Northwestern State University of Louisiana**

August 2018 - Present

#### **Director of Student Affairs**

- Provide visionary leadership, management, and accountability for programs and services within the areas of Accessibility and Disability Support, Counseling and Career Services, First Year Experience and Leadership Development, Fraternal Leadership and Civic Engagement, Health Services, Student Activities and Organizations, Student Support Services and Student Union.
- Direct and indirect supervision of 22 professional staff, 6 graduate assistants, and more than 60 student employees.
- Work cooperatively with other administrators to promote student success and a positive campus climate.
- Budget oversight of \$2.0 million in total personnel and operating resources representing institutional, auxiliary, and student fee revenues.
- Aid in strategic planning and oversight for programs and services within the Division of Student Affairs.
- Directly advise the President's Leadership Program, the premier first-year leadership program, and the NSU Chapter of Alpha Lambda Delta Honor Society to maintain a positive working relationship with student leaders on campus and to be advised of campus issues directly facing students.
- Encourage ongoing conversations and explorations to ensure that student support is based on best practices and meets the needs of students.
- Respond to personnel issues, including solutions for substandard performance or violation of policies.



- Participant in the Student Programming Committee to provide strategic direction for the division-wide programming module.
- Teach three undergraduate hours per semester, including the service-learning experience for the [1 of 7] service initiative.
- Provide leadership in the development and implementation of policies and procedures related to programs and activities of the division and assist with policy development at the University level.
- Collaborate with campus and community partners to present the University's Wellness Fest to promote the health and well-being of students, faculty, and staff.
- Serve as the co-staff advisor to the NSU Pantry student coordinators.
- Represent NSU in the best possible manner to ensure the support of its community - students, faculty, staff, parents/families, alumni, donors, and the public.
- Serve in local, state, and national organizations as time and opportunity allow.

**Northwestern State University of Louisiana**

September 2013 - August 2018

**Executive Director First Year Experience & Leadership Development**

- Planned and implemented all aspects of summer freshman orientation and parent orientation including reservations, staff selection, training, and supervision; and program coordination and assessment for three two-day and four one-day summer sessions.
- Coordinated the President's Leadership Program and Leadership Living Learning Community, including the selection of participants, mentors, and course curriculum for first-year students.
- Instruction for the first-year leadership courses, Student Affairs in Higher Education 1020 and 1030.
- Developed and implemented all first-year program initiatives including New Student Convocation, the President's Picnic, the Inferno, and the First Year Involvement Challenge.
- Collaborated with campus departments to present NSU Family Day.
- Facilitated the development and implementation of the "To Be a Demon" Reader's Theatre, promoting diversity, equity, and inclusion for first-year students.
- Facilitated the [1 of 7] Service Initiative, including service sites, transportation, and volunteer supervisors.
- Collaborated with departmental representatives to schedule and facilitate the campus-wide Demon Days Welcome program.
- Collaborated with campus administrators to provide an international capstone leadership experience for undergraduate student leaders.
- Served as the advisor to Alpha Lambda Delta First-Year Academic Honor Society.

**Northwestern State University of Louisiana**

June 2010 - September 2013

**Director of Student Life and New Student Programs**

- Assessed and evaluated the mission, functions, and programs of Student Life to improve the efficiency and effectiveness of the department.

- Responsible for the leadership, management, and operations of the Student Life Department, including student activities and organizations, fraternity and sorority life, and student union operations.
- Responsible for the coordination, facilitation, and implementation of the Freshman Connection orientation program, including Parent Connection and Kid Konnection.
- Served as the steward for the Orientation 1010 course, responsible for curriculum development, activities, and co-curricular events.
- Served as the University liaison for the Louisiana Boys State and Louisiana Girls State programs.

**Northwestern State University of Louisiana**

July 2003 – June 2010

**Director of Student Success and New Student Programs**

- Responsible for the leadership, management, and operations of the Freshman Connection orientation program.
- Serve as the steward for the Orientation 1010 course. Responsible for curriculum development, activities, and co-curricular events.
- Assisted with the University's retention and progression plan and initiatives.
- Assisted with designing and implementing progressive retention efforts for special populations.
- Responsible for planning and implementing programs for first-year students.

**Northwestern State University of Louisiana**

April 1999 – July 2003

**Director of New Student Programs**

- Responsible for the leadership, management, and operations of all orientation programs and services for new students and their families, including Freshman Connection, Parent Connection, Kid Konnection, New Student Orientation, and Transfer Orientation.
- Served as the steward for the Orientation 1010 course. Responsible for curriculum development, activities, and co-curricular events.
- Coordinated operational details for new student programming.
- Responsible for the recruitment, selection, and training of orientation leaders and volunteer staff.

**Northwestern State University of Louisiana**

August 1992 – April 1999

**Assistant Director of Student Activities and Director of Greek Life**

- Supervised and coordinated services and activities associated with 125 student organizations.
- Assisted in the operation and advisement of the Student Government Association, fraternity and sorority councils, Greek honor societies, judicial boards, and traditional events.
- Provided leadership development and training for student leaders and organizations including the annual Campus Leaders Workshop, Greek 1010, and specialized educational programs.
- Coordinated and facilitated Greek programming in scholarship, community building, crisis management, risk management, new member education, and wellness.
- Served as the primary advisor to the comprehensive fraternity and sorority program through values-based initiatives resulting in chapter growth and improved accountability processes.

- Advised the Student Activities Board.
- Developed programs, policies, procedures, and training for co-curricular programming.

**Northwestern State University of Louisiana  
Recruiter**

March 1988 – August 1992

- Responsible for developing recruiting strategies, high school visits, and campus preview programs.
- Recruited prospective high school students from the tri-state region.
- Advised and counseled students and parents regarding university programs, activities, the scholarship program, and financial aid.
- Coordinated and directed all summer cheerleader camps, including the recruitment of participants, selection and supervision of student staff, special events, contract management, and university relations.
- Served as the volunteer advisor to the NSU College Panhellenic Council.

**Sigma Sigma Sigma Sorority | Woodstock, VA  
Field Representative**

May 1987 – March 1988

- Traveled extensively throughout the country serving as a liaison between collegiate chapters and the National Organization,
- Responsible for chapter evaluation and development of new initiatives for chapter operations, growth strategies, and member accountability processes,

## **INSTRUCTIONAL EXPERIENCE**

**Northwestern State University of Louisiana**

August 1992 – Present

- Orientation 1000 & University Studies 1000 – The University Experience
- Orientation 1100 – Orientation Leader Skills Training
- Student Affairs in Higher Education 1020 – Peer Mediation and Leadership Development
- Student Affairs in Higher Education 1030 – Practical Experience in College Leadership Development

## **SELECTED PRESENTATIONS**

*LA Gear Up Leadership Conference*

Northwestern State University; Natchitoches, LA | 2019

*Working with Your Village: Servant Leadership*

The University of Louisiana For Our Future Conference; Lafayette, LA | 2018

*The Leadership Secrets of Santa Claus*

Alpha Lambda Delta Honor Society National Conference; Cincinnati, OH | 2018

*Me, Myself, and I...and how others see me.*

Alpha Lambda Delta Honor Society National Conference; Phoenix, AZ |2017

*Duct Tape 101: Everything you need to know about team bonding.*

Southern Regional Orientation Workshop; Columbus, GA |2008

The Role of the Honor Society

Southeastern Panhellenic Conference; Atlanta, GA |2007

What Can the Order of Omega Bring to Your Campus?

Southeastern Panhellenic Conference; Atlanta, GA |2005

Conference Workshops and Presentations, 1992 -

MISSIANA - Mississippi and Louisiana Greek Advisors, Gulf Port, MS |1997, 1998

Southeastern Panhellenic Conference, Atlanta, GA |1997, 1998

Southern Area Greek Leaders Conference, Dallas, TX |1998

Sigma Sigma Sigma Sorority National Convention, Tyson's Corner, VA |1998

Sigma Sigma Sigma Sorority Dunham Leadership School, Memphis, TN |1997

Southeastern Interfraternity Conference, Atlanta, GA |1996

Sigma Sigma Sigma Sorority National Convention, San Francisco, CA |1995

Sigma Sigma Sigma Sorority Headquarters Staff Development Retreat, Woodstock, VA |1995

Sigma Sigma Sigma Sorority Chapter Consultant Training, Woodstock, VA |1993, 1994, 1995

Louisiana Greek Leaders Conference, Baton Rouge, LA |1994, 1995

Sigma Sigma Sigma Sorority National Officer Conference, Chicago, IL |1994

National Association of Campus Activities, Houston, TX |1993

Our Chapter, Our Choice Peer Training – Purdue University, West Lafayette, IN |1993

Sigma Sigma Sigma Sorority National Officer Conference, Cincinnati, OH |1992

## PROFESSIONAL MEMBERSHIPS AND ACTIVITIES

- Emergenetics International Facilitator, 2016 – Present
- National Orientation Directors Association, 1999 – Present
  - Transition Symposium Steering Committee, 2021 - Present
  - Louisiana State Coordinator, 1995 – 2005
  - Southern Regional Orientation Workshop Conference Host | Natchitoches, LA, 2002
  - Southern Regional Orientation Workshop Conference Program Chair | Murray, KY, 2001
- Order of Omega Greek Honor Society, 1993 - Present
  - International Vice President, 2007 – Present
  - Regional Chapter Director, 2001 – 2007
  - Province Advisor, 1997 – 2001
  - Case Study Liaison for the Association of Fraternity Advisors Conference, 2007 - 2014
- Association of Fraternity Advisors, 1992 - 2010
  - Louisiana State Coordinator, 1994, 1995, 1998, 1999
  - Coordinator for the Mississippi & Louisiana Greek Advisors Association, 1994 – 1999

- Sigma Sigma Sigma Sorority, 1982 - Present
  - Chapter Advisory Board, 2010 – Present
  - National Ritual Committee, 2016 – 2019
  - National Panhellenic Conference Delegate, 2007 – 2010
  - National Collegiate Vice President, 2001 – 2007
  - National Panhellenic Conference – First Alternate Delegate, 2000 – 2001
  - Midwest Area Director, 1995 – 1998
  - College Panhellenic Coordinator, 1998 – 2001
  - National Colony Chairman, 1993 – 1995
  - National Collegiate Chairman, 1989 – 1993
  - National Extension Chairman, 1988 – 1989
  - Field Representative, 1987 – 1988
- Southeastern Panhellenic Association | Atlanta, GA | 1993 - 2010
  - Associate Executive Director for Educational Programs, 1999 – 2010
  - Louisiana State Coordinator Advisor, 1997 – 1999
- Louisiana Association of College and University Student Personnel Administrators
  - Assistant Conference Chair, 1999 – 2000
- National Interfraternity Conference | Indianapolis, IN
  - Undergraduate Interfraternity Institute (UIFI) Facilitator, 1996, 1997, 1998
  - Our Chapter, Our Choice Facilitator, 1993 – 1999

## UNIVERSITY ACTIVITIES

- University Assessment Committee, 2018 – Present
- Student Affairs Council, 2018 – Present
- Threat Assessment Committee, 2019 - Present
- Campus Reopening Committee, 2020 - Present
- Center for Positivity, Well-Being, and Hope, Committee Member, 2020 - Present
- Presidential Investiture Committee, 2017
- Quality Enhancement Program Committee – Learning for Life, 2016-2017
- Strategic Framework Committee, 2015-2017
- President’s Command Performance Silent Auction Chair, 2015
- Various University Committees, 1988 – Present
  - Athletics Certification Steering Committee and Gender Equity Committee, Facility Use,
  - Freshman Connection Steering Committee, Residency Appeals, NSU Athletic Association
  - Scholarship Auction Committee, Committee on Organizations, Mascot Development

## COMMUNITY ACTIVITIES, MEMBERSHIPS, AND HONORS

- University of Louisiana System Outstanding Staff Member, 2020
- Academy of Country Music Awards Volunteer Lead | Las Vegas, NV | 2016, 2017, 2018, 2019
  - Academy of Country Music Awards Volunteer Leadership Award, 2018
- Alpha Lambda Delta National Honor Society - Executive Director’s Advisor of the Year, 2016
- Louisiana Special Olympics Red River Games Committee, 2016 - Present
- Sigma Sigma Sigma Sorority National Outstanding Volunteer, 2002

- National Orientation Director's Association Region VI Outstanding Orientation Professional, 2002
- Theta Chi Fraternity Citation of Honor, 1999
- Service League of Natchitoches, 1997 - Present  
Past President 2003, President 2002, First Vice President 2001, Reporter 1999
- Boys and Girls Club of Natchitoches Board of Directors, 1997 – 2003  
Celebrity Chef Celebration Co-Chair, 1997-2003
- Miss USA Pageant Production Committee | Shreveport, LA | 1997, 1998, 1999
- Miss Teen USA Pageant Production Committee | Shreveport, LA | 1998
- Les Amies Service Organization, 1989-1994  
President, 1993, 1994
- NSU Student Activities Board Robert W. Wilson Award, 1994
- Association of Fraternity Advisors Interfraternity Institute Graduate, 1993
- National Order of Omega Master's Fellowship, 1993

## PROFESSIONAL REFERENCES

Mrs. Stephanie Dyjack  
Director of Housing and Residence Life  
169 Tarlton Drive  
Natchitoches, LA 71497  
318.214.5400 | [dyjacks@nsula.edu](mailto:dyjacks@nsula.edu)

Mr. Billy Joe Harrington  
Natchitoches Parish District Attorney  
P.O. Box 476  
Natchitoches, LA 71457  
318.357.2214 | [billyjoeharrington@10jda.org](mailto:billyjoeharrington@10jda.org)

Dr. Jim Henderson  
CEO/President  
University of Louisiana System  
1201 North Third Street  
Suite 7-300  
Baton Rouge, LA 70802  
318.426.7104 | [jim.henderson@ulsystem.edu](mailto:jim.henderson@ulsystem.edu)

Dr. Steve Horton  
Executive Director  
Louisiana School for Math, Science, and the Arts  
715 University Parkway  
Natchitoches, LA 71457  
318.357.2500 | [shorton@lsmsa.edu](mailto:shorton@lsmsa.edu)

Dr. Marcus Jones  
Executive Vice President & Chief Operating Officer  
University of Louisiana System  
1201 North Third Street  
Suite 7-300  
Baton Rouge, LA 70802  
225.219.0261 | [marcus.jones@ulsystem.edu](mailto:marcus.jones@ulsystem.edu)



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

**PERSONNEL COMMITTEE**

**June 24, 2021**

**Item I.6.**      **University of Louisiana at Monroe's** request for approval to appoint Dr. Michelle McEacharn as Dean of the College of Business and Social Sciences effective July 1, 2021.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Michelle McEacharn as Dean of the College of Business and Social Sciences effective July 1, 2021 at an annual salary of \$190,000. 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. Michelle McEacharn as Dean of the College of Business and Social Sciences effective July 1, 2021.*



## Office of the President

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

June 1, 2021

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

Dear President Henderson,

I am requesting board approval to name Dr. Michele McEacharn as Dean of the College of Business and Social Sciences at the University of Louisiana Monroe effective July 1, 2021, with an annual salary of \$190,000.

Dr. McEacharn embodies our "student-centric" philosophy and consistently delivers extraordinary learning opportunities to our students. She began as an instructor in 1989 and later moved into an Assistant Professor position while completing her doctorate at Louisiana Tech University. In 1997 she was awarded tenure and promoted to the rank of Associate Professor and in 2003 she promoted to the rank of Professor. Her student evaluations are consistently high, and her teaching effectiveness and classroom quality has been recognized repeatedly through the numerous Outstanding Professor Awards she has received. She also received the Outstanding Educator Award from the Southwest Region of the American Accounting Association and the Lifetime Achievement in Accounting Education from the Louisiana Society of CPAs.

Throughout her years of service to the institution, involvement with numerous committees, and leadership as Department Head, Associate Dean, and Director, she has worked with essentially every office on campus. Dr. McEacharn has equally strong relationships with external constituents as demonstrated not only by her professional service, but through her involvement with the local and regional community and both the alumni and employer base of ULM. I am confident that she will continue to increase the College's visibility and resources by working with external stakeholders.

Whether through fund raising or as an integral part of the shared governance process, her participatory style of leadership and respect for others deepens individual and collective learning, which I'm confident will continue to yield real development opportunities and growth for the College of Business and Social Sciences.

Dr. McEacharn has a unique ability to harness diversity, build community, and create shared accountability for action. For these reasons it is without reservation that I submit Dr. Michelle McEacharn for your consideration and approval to serve ULM as the Dean for the College of Business and Social Sciences.

Sincerely,

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

# #TAKEFLIGHT

**Michelle McEacharn, DBA, CPA, CIA, CGMA**  
University of Louisiana Monroe  
School of Accounting, Financial and Information Services  
Cell - 318-816-3619  
mceacharn@ulm.edu

## **Education**

DBA, Louisiana Tech University, 1994.

Major: Accounting

Supporting Areas of Emphasis: Finance and Quantitative Analysis

Dissertation: A Fuzzy Reasoning Expert System for Planning-Stage Materiality Judgements

MBA, University of Louisiana Monroe, 1988.

BBA, University of Louisiana Monroe, 1987.

Major: Accounting

## **Academic Ranks**

Professor of Accounting, ULM, July 2003 – Present

Associate Professor of Accounting, ULM, July 1997 – June 2003

Assistant Professor of Accounting, ULM, August 1991 – June 1997

Instructor of Accounting, ULM, January 1989 – May 1991

## **Professional Positions**

### Academic

Susan and William D. Banowsky Endowed Chair in Accounting, ULM, August 2018 - Present

Chair/Coordinator – Accounting Program, ULM, July 2005 - Present

Director - School of Accounting, Financial and Information Services, ULM, January 2014 –

August 2018

Associate Dean for Academic Affairs (CBA), ULM, July 2005 – December 2013

Department Head – Accounting, ULM, July 2003 – June 2005

### Business Experience

Payroll Accountant, University of Louisiana Monroe, Payroll Department, 1985 –1986

Account Clerk, University of Louisiana Monroe, Controller's Office, 1983 –1985

Account Clerk, Department of Health and Human Resources, Support Enforcement Services,  
1983

## **Teaching**

### **ULM – Credit Courses Taught**

Introductory Financial Accounting  
Introductory Managerial Accounting  
Intermediate Financial Accounting II  
Auditing  
Advanced Auditing  
International & Advanced Accounting Topics – Part of Current Load  
Advanced Income Tax  
Governmental & Not-For-Profit Accounting – Part of Current Load  
Accounting for Administrators (Graduate)  
Accounting Analysis for Decision-Making (Graduate)  
Computer Literacy  
Introduction to Programming  
Entrepreneurial Finance

### **Non-ULM Non-Credit Courses Taught**

Advanced Excel II - Lumen and Louisiana Workforce Commission Grant Training Sessions (May 2020).  
Advanced Excel I – Lumen and Louisiana Workforce Commission Grant Training Series (May 2020).  
Advanced Excel II - JP Morgan Chase and Louisiana Workforce Commission Grant Training Series (August 2019).  
Advanced Excel I - JP Morgan Chase and Louisiana Workforce Commission Grant Training Series (June 2019).  
Advanced Excel I - CenturyLink and Louisiana Workforce Commission (May 2019).

## **Licensures and Certifications**

Certified Public Accountant, Louisiana (CPA) – Active since 1988  
Certified Internal Auditor (CIA) – Active since 1997  
Chartered Global Management Accountant (CGMA) - Active since 2014

## **Professional Memberships**

American Accounting Association - (1998 - Present), including membership in  
Gender Issues & Worklife Balance Section  
Teaching, Learning & Curriculum Section  
Accounting Program Leadership Group  
Government & NonProfit Section  
International Accounting Section  
Institute of Internal Auditors - (1998 - Present)  
Society of Louisiana Certified Public Accountants - (1991 - Present)  
American Institute of Certified Public Accountants - (1991 - Present)  
Beta Gamma Sigma, National Business Honorary Fraternity – (1993 - Present)  
Beta Alpha Psi, National Accounting Honorary Fraternity - (1990 - Present)  
Association of Governmental Accountants - (1998 - 2005)

## **Awards and Honors**

Spotlight Recognition (Accounting Educators' Journal, Vol 30, 2020 Publication), American Accounting Association NewsLetter. (2021).  
KPMG Outstanding Published Manuscript Award, Gender Issues & Worklife Balance Section of the American Accounting Association. (2020).  
Best Paper Award, Annual Meeting of the Academy of Business Research, for "On a Mission to Inspire an Accounting Student" (2014)  
Lifetime Achievement in Accounting Education, Society of Louisiana Certified Public Accountants. (2009).  
KPMG Mentoring Award, American Accounting Association - Gender Issues & Worklife Balance Section. (2009).  
Outstanding Educator Award, Southwest Region of the American Accounting Association. (2008).  
Outstanding Professor, Beta Gamma Sigma. (2005).  
Outstanding Professor for the College of Business Administration, ULM (2004).  
Outstanding Overall Professor, Beta Gamma Sigma Student Awards. (2004).  
Who's Who Among America's Teachers. (2004).  
Excellence in Teaching, College of Business Administration, ULM (2002).  
Best Overall Professor, Beta Gamma Sigma Student Awards. (2002).  
Nomination for the American Accounting Association's Innovation in Accounting Education Award, American Accounting Association. (2001).  
Sound of Today Outstanding Faculty Award, ULM Sound of Today Band. (2000).

## Research

### Journal/Book Publications

McEacharn, M., Boswell, K., Chauhan, K. (2021). *A Decade Later - Have Tenure Clock Policies Become Friendlier for Biological Clock Events?*. AACSB Insights!. (forthcoming in June Special Edition Issue on Diversity, Equity & Inclusion)

Kaminski, K., Golemon, D., McEacharn, M. (2020). *The Switch: A Study Promoting Introductory Managerial Accounting as the First Accounting Course for Business and Non-Business Majors* (pp. 173-200). The Accounting Educators' Journal. (Received Spotlight Recognition in the American Accounting Association February 2021 NewsLetter)

McEacharn, M., Boswell, K., Chauhan, K., Siereveld, S. (2019). *Tenure Clock Policy Transparency For Biological Clock (Family Friendly) Events*. Administrative Issues Journal: Connecting Education, Practice, and Research. (Selected as the KPMG Outstanding Published Manuscript Award by the Gender Issues & Worklife Balance Section of the American Accounting Association in August 2020)

Weber, J., Davis, D., McEacharn, M. (2017). *A Financial Statement Campaign: Engaging Accounting Students*. International Journal of Social Science and Business.

Guidry, R., McEacharn, E. M., Berry, R. (2012). *A Multidimensional Assessment of the Image of the Accounting Profession* (pp. 54-64). Journal of Business and Training Education.

Wampler, B., McEacharn, M. (2011). *A Better Spreadsheet for Tests of Controls: Leveraging Technology for More Efficient Audits* (pp. 66-71). The CPA Journal.

Berry, C., McEacharn, E. M. (2011). *An Analysis of the Complex and Subjective Nature of Retaliatory Insurance Premium Taxes*. Journal of Insurance Regulation.

McEacharn, E. M., Roshto, P. G. (2010). *Performance in the Introductory Financial Accounting Course: The Influence of Homework Effort*. Ethics & Critical Thinking Journal.

Zebda, A., McEacharn, E. M. (2008). *Accounting Expert Systems and the Treatment of Uncertainty* (pp. 1-13). The Business Review, Cambridge.

Wampler, B., McEacharn, M. (2005). *Controlling Sampling Risks in Tests of Controls: Implications for Auditors and Management* (pp. 38-42). Today's CPA.

McEacharn, M., Wampler, B. (2005). *Monetary-Unit Sampling Using Microsoft Excel* (pp. 36-40). The CPA Journal. (Designated as one of the journal's 'Greatest Hits' articles in 2017)

McEacharn, M. (2005). *Game Play in the Learning Environment: Who Wants To Be An Accountant? Lawyer? Economist?* (pp. 95-105). Accounting Education: An International Journal.

McEacharn, M., Wampler, B. (2002). *A Customized Spreadsheet for Tests of Controls: Random Sampling* (pp. 58-59). The CPA Journal.

Wampler, B., McEacharn, M. (2001). *Customized Tables for Tests of Controls: A Spreadsheet* (pp. 48-50). The CPA Journal.

McEacharn, M., Zebda, A., Calloway, J., (1998), "The Evaluation of Fuzzy Expert Systems," In *Applications of Fuzzy Sets and the Theory of Evidence to Accounting II*, Edited by Philip H. Siegel, Kursheed Omer, Andre de Korvin, and Awni Zebda, JAI Press Inc., 151 -171.

### Conference Proceedings

Guidry, R., McEacharn, M., Berry, R. (2005). *Careers in Accounting: Perceptions of the Next Generation of Business Professionals* (pp. 1-9). SW-DSI Regional Meeting.

McEacharn, M., Berry, R., Ku, Y. (2003). *The Integration of Technology into an Accounting Program: Beginning a Longitudinal Assessment* (pp. 16). Proceedings of the American Accounting Association, Southwest Region.

### Presentations

Kaminski, K., Golemon, D., McEacharn, M., Teaching, Learning and Curriculum Mid-year Colloquium, "The Switch: A Study of Promoting Introductory Managerial Accounting As the First Accounting Course for Business and Non-Business Majors", American Accounting Association, Florida. (November 2020). (*Significant revision from 2019 research with additional data and analysis with subsequent additional review and acceptance process.*)

Kaminski, K., Golemon, D., McEacharn, M., Teaching, Learning and Curriculum Mid-year Colloquium, "The Switch: A Study of Promoting Introductory Managerial Accounting as the First Course for Business and Non-Business Majors", American Accounting Association, Tampa, FL. (November 2019).

McEacharn, M., Kaminski, K., SWAAA Mid-year Meeting, "The Crazy World of Uncollectible Accounts in Not-for-Profit Organizations", Federation of Business Disciplines, Little Rock, AR. (March 2017).

Ardoin, E., McEacharn, M., Spring Conference, "Breaking the Zero Lower Bound Rule: Unintended Consequences of an Upside-Down Interest Rate", IABPAD, Dallas, TX. (April 2016).



McEacharn, M., Ardoin, E., SWDSI Annual Meeting, "YONeg: Are Our Systems Ready for the Year of Zero and Negative Interest Rates?", Federation of Business Disciplines, Oklahoma City, OK. (March 2016).

McEacharn, M., Accounting Education Conference, "International Accounting", Invited Presenter, Texas Society of Certified Public Accountants, Austin, TX. (October 2015).

Weber, J., McEacharn, M., Davis, D., Academy of Business Research, "On a Mission to Inspire an Accounting Student", New Orleans, LA. (March 2014). *(Received Best Paper Award)*

McEacharn, M., Chapter Meeting of the NELCPA, "Technology, Meetings & Emergencies: Strategies for Managing Time and Energy in Today's Environment", Northeast Chapter of the Louisiana Society of CPAs, Monroe, LA. (May 2013).

McEacharn, M., SWAAA Annual Regional Meeting, "Balance: Preventing Burnout", Federation of Business Disciplines, New Orleans, LA. (March 2012).

McEacharn, M., Chapter Meeting of the IIA, "Assessment of an Accounting Program", Monroe Chapter of the Institute of Internal Auditors, Monroe, LA. (January 2012).

McEacharn, M., SWAAA Annual Regional Meeting, "Professional Burnout: Strategies for Managing Time and Energy in Today's Academic Environment", Federation of Business Disciplines, Houston, TX. (March 2011).

McEacharn, M., Chapter Meeting of the IIA, "When Companies Adopt Children: Consolidations Under the Acquisition Method", Monroe Chapter of the Institute of Internal Auditors, Monroe, LA. (September 2010).

Berry, C., McEacharn, M., Federation of Business Disciplines, "Retaliatory Taxes: Understanding the Complexity", American Accounting Association Southwest Region, Dallas, TX. (March 2010).

McEacharn, M., Annual Meeting, "International Financial Reporting Standards: Will Small Business Be Affected?", Association for Small Business and Entrepreneurship, San Antonio, TX. (October 2009).

McEacharn, M., Chapter Meeting of the IIA, "XBRL: What Is It? How Is It Used?", Monroe Chapter of the Institute of Internal Auditors, Monroe, LA. (February 2009).

McEacharn, M., Annual Meeting, "XBRL: Implication and Implementation for Small Business", Association for Small Business and Entrepreneurship, Albuquerque, NM. (October 2008).

Davis, D. A., McEacharn, M., National AAA, "Financial Accounting Annual Report Project", Anaheim, CA. (August 6 2008).

McEacharn, M., National AAA Annual Meeting, "Tenure Clock Friendliness for Biological Clock Events: Website Disclosures from AACSB-International Business and Accounting Accredited Universities", American Accounting Association, Anaheim, CA. (August 2008).

McEacharn, M., Fischer, M., SWAAA Annual Regional Meeting, "Nuts and Bolts for an AACSB Accreditation Review Without Going Crazy!", Federation of Business Disciplines, Houston, TX. (March 2008).

McEacharn, M., Continuing Professional Education Seminar, "Statistical Sampling", ULM Beta Alpha Psi Chapter, Monroe, LA. (November 2006).

McEacharn, M., Clow, K., McConkey, C. W., Stevens, R. E., National AAA Annual Meeting, "Textbooks in Accounting Education: The Adoption Decision", American Accounting Association, Washington, D.C.. (August 2006).

McEacharn, M., National AAA Annual Meeting, "Enhancing Learning through Game-Playing", American Accounting Association, San Francisco, CA. (August 2005).

McEacharn, M., Federation of Business Disciplines, "Professional Burnout: Administrator and Faculty Perspectives", American Accounting Association, Southwest Region, Dallas, TX. (March 2005).

McEacharn, M., Federation of Business Disciplines, "Game Play in a Learning Environment", American Accounting Association, Southwest Region, Dallas, TX. (March 2005).

McEacharn, M., Wampler, B., National AAA Meeting, "Effectively Demonstrating Sampling Risk in Testing Controls", American Accounting Association, Orlando, FL. (August 2004).

McEacharn, M., National AAA Meeting, "Are You Ready to Play Who Wants to be an Accountant?", American Accounting Association, Orlando, FL. (August 2004).

Wampler, B., McEacharn, M., Southwest AAA Regional Meeting, "MUS Without the Mess: An Excel Spreadsheet for Monetary Unit Sampling", American Accounting Association, Southwest Region, Austin, TX. (March 2004).

McEacharn, M., Chapter Meeting of the IIA, "Estimating Sampling Risk: A Fun Experiment", Monroe Chapter of the Institute of Internal Auditors, Monroe, LA. (December 2003).

McEacharn, M., Chapter Meeting of the IIA, "Sampling Risk for Dummies", Monroe Chapter of the Institute of Internal Auditors, Monroe, LA. (November 2003).

McEacharn, M., CPE Workshop, "GASB Statement #34: How GASB 'Simplified' Governmental Reporting", Little & Associates, Monroe, LA. (July 2003).

McEacharn, M., Chapter Meeting of the IIA, "Changes in Internal Audit After Enron", Monroe Chapter of the Institute of Internal Auditors, Monroe, LA. (April 2003).

McEacharn, M., Wampler, B., Southwest AAA Meeting, "The Hypergeometric Probability Distribution: Adding Information Quality and Choice to Tests of Controls", American Accounting Association, Southwest Region, St.Louis, MO. (March 2002).

McEacharn, M., Southwest AAA Meeting, "Game Play in the Learning Environment: Who Wants To Be An Accountant? Lawyer? Economist?", American Accounting Association, Southwest Region, St.Louis, MO. (March 2002).

McEacharn, M., Wampler, B., ASBBS Annual Conference, "Risk Estimation in Tests of Controls: A Classroom Demonstration", American Society of Business & Behavioral Sciences, Las Vegas, NV. (February 2002).

Wampler, B., McEacharn, M., Southwest AAA Meeting, "Controlling the Risk of Underreliance in Statistical Attribute Sampling: A Spreadsheet Application", American Accounting Association, Southwest Region, New Orleans, LA. (March 2001).

McEacharn, M., Annual Conference of the American Society of Business and Behavioral Sciences, "Student-Professor Bonding: Does It Occur in the Introductory Accounting Courses?", American Society of Business and Behavioral Sciences, Las Vegas, NV. (February 2001).

McEacharn, M., Brown Bag Seminar, "Who Wants To Be An Auditor?", ULM College of Business Administration, Monroe, LA. (October 2000).

### Research in Progress

"Alpha Risk: The Neglected Sampling Risk That Should No Longer Be Ignored" - After 2<sup>nd</sup> Revise and Resubmit, now looking to place with different journal

"The Long-Term Benefits on AOL from the Big Switch" – Data Gathering and Analysis Phase

"Performance Changes in Accounting and Other Business Courses: Pre-Covid and Mid-Covid" – Planning Phase

"Crazy World of Uncollectible Accounts in Not-for-Profits" - Analysis and Writing Phase

"Faculty Awareness of Tenure Clock Policies Related to Biological Clock Events" – Planning

"Unintended Consequences: Negative Operating Cash Flows in Foundation Reporting" – Data Gathering Phase

"Transparency of Foundation Outtake Charges" – Data Gathering Phase

## Service

### Editorial and Review Activities

Editorial Board, "Journal of Governmental and Not for Profit Issues". (2005 - 2015).  
Editorial Board, "Journal of Business and Accounting". (2009 - 2014).  
Paper Reviewer (2 Papers), 15th Americas Conference on Information Systems. (2009).  
Ad Hoc Reviewer, "Accounting Education: An International Journal". (2008).  
Editorial Board, "Journal of Business and Economic Studies". (2000 - 2008).  
Editorial Board, "Journal of Internet Commerce". (1999 - 2008).  
Paper Reviewer (2 Papers), Southwest Regional Meeting of the American Accounting Association. (2005).

### External Service

North Louisiana Liaison, State Board of Certified Public Accountants. (2017 - Present).  
Coordinator, CenturyLink Workforce Grant for Post Bac Certificates. (2014 - Present).  
Executive Director, Federation of Business Disciplines. (2012 - Present).  
Executive Council and Board of Directors Member, Federation of Business Disciplines. (2005 - Present).  
Coordinator - Website Re-design, Federation of Business Disciplines (FBD). (2020 - Present).  
Invited Participant, AAA Membership Focus Group (Retiree Members). (2021).  
Committee Chair, AACSB Accounting Peer Review Team - EIU. (2020).  
Coordinator, Monroe Chamber of Commerce/ULM/CenturyLink 'Back Office Day' High School Recruiting Event. (2017 - 2019).  
Education Issues Committee - Society of Louisiana CPAs. (2017 - 2019).  
Little Rock Consumer Advisory Board. (2017 - 2019).  
CenturyLink Quarterly Meetings. (2016 - 2018).  
Committee Member, AACSB Peer Review Team - TTU. (2017).  
JP Morgan Chase PBMA & Recognition Event. (2016).  
President, Northeast Chapter of Society of Louisiana Certified Public Accountants, (2014 - 2016).  
Committee Member, Society of Louisiana Certified Public Accountants, (July 2014 - June 2015).  
Committee Member, AACSB Peer Review Team - UTC. (2014).  
Southwest Regional Coordinator, AAA Gender Issues and Worklife Balance Section. (2007 - 2014).  
Associate Trustee for Research, Monroe Chapter of the Institute of Internal Auditors, (1999 - 2014).  
Vice President, Northeast Chapter of Society of Louisiana Certified Public Accountants, (2013 - 2014).  
Committee Member, AACSB Peer Review Team - SIU. (2013).  
President, AAA Gender Issues and Worklife Balance Section. (2012 - 2013).  
Secretary, Northeast Chapter of Louisiana Certified Public Accountants, (2012 - 2013).  
Treasurer, Northeast Chapter of Louisiana Certified Public Accountants, (2011 - 2012).

President, Federation of Business Disciplines. (2010 - 2011).  
Vice-President and General Program Chair, Federation of Business Disciplines. (2009 - 2010).  
On-campus Representative, Student Affiliate Program of the American Institute of Certified Public Accountants, (1997 - 2009).  
Vice-President and General Program Chair - Elect, Federation of Business Disciplines. (2008 - 2009).  
Program Committee for the American Accounting Association. (2007 - 2008).  
Secretary/Treasurer, Federation of Business Disciplines. (2005 - 2008).  
President, AAA Gender Issues and Worklife Balance Section. (2006 - 2007).  
Education Issues Committee of the American Accounting Association. (2004 - 2007).  
Conference Track Organizer, AAA Effective Learning Strategies Poster Sessions. (2007).  
Chair, Nominating Committee, Southwest Region of the American Accounting Association. (2006 - 2007).  
President-Elect, AAA Gender Issues & Worklife Balance Section. (2005 - 2006).  
Coordinator, AAA Effective Learning Strategies Proposals Selection Committee. (2006).  
Conference Track Organizer, AAA Effective Learning Strategies Poster Sessions. (2006).  
Nominating Committee, Southwest Region of the American Accounting Association. (2005 - 2006).  
Chair, Southwest Region of the American Accounting Association, (2003 - 2005).  
Guest Speaker, State Farm (What To Do With What You Get). (2005).  
Conference Program Organizer, Southwest Region of the American Accounting Association, (2002 - 2003).  
Volunteer Recruiter, KEDM. (2002 - 2003).

### Internal Service

#### *University (all ULM)*

Program Review Committee. (2016 - Present).  
Advising Committee. (2006-2013, 2015 - Present).  
CBSS Dean Search Committee. (2020 - 2021).  
Graduate Faculty. (1997 - Present).  
EEO/Title IX Committee. (2015 - Present).  
Chair, SACSCOC Accreditation Policy Review Committee. (2017 - 2019).  
SACSCOC Accreditation Steering Committee. (2017 - 2019).  
EEO/Title IX Appeals Committee. (2016).  
Presidential Athletic Task Force. (2011 - 2014).  
Grad Act Committee. (2011 - 2013).  
Narrative Calendar Committee. (2009 - 2013).  
Faculty Productivity and Performance Committee. (2009 - 2013).  
Faculty Activities Database Implementation Committee. (2008 - 2013).  
EEO/Title IX Appeals Committee. (2011).  
Calendar Committee. (2005-2008, Chair in 2008 - 2009).  
SACS Faculty Qualifications and Sufficiency Committee. (2007 - 2008).

Browse on the Bayou Advisory Committee. (2006 - 2008).  
Equal Employment Opportunity Committee. (2005 - 2008).  
Academic Affairs Executive Council. (2006 - 2007).  
Council of Academic Deans. (2005 - 2007).  
Registrar Search Committee. (2005).  
Graduate Council. (2002 - 2005).  
Commencement Committee. (1997 – 2005, Chair in 2005).  
Mentor, Emerging Scholars Program. (2004).  
Strategic Planning Task Force (Finance). (2003 - 2004).  
Chair, Presidential Inauguration Committee. (2002).

*Selected Examples of Regular Attendance at University Events -*

Browse on the Bayou  
Convocation  
High School Recruiting Events  
Career Fair  
Majors Fair

College

Chair, Curriculum and Assessment Committee (Business). (2020 - Present).  
CBSS Promotion & Tenure Committee. (2019 - Present).  
Joint SAFIS/SOM Curriculum and AOL Committee. (2015 –2020).  
Search Committee - Business Academy Director. (2021).  
SAFIS Director Search Committee. (2019).  
CBSS Strategic Planning Committee. (2015 - 2018).  
Beta Gamma Sigma, President. (2015 - 2016).  
CBA Assessment Committee. (Member - 2010 –2011, Chair - 2011 - 2015).  
Guest Speaker, Business 101. (2005 - 2014).  
Coordinator, College Symposium Brain Bowl Competition. (2004 - Present).  
CBA Executive Committee. (2003 - 2005).  
CBA Dean Search Committee. (2004 - 2005).  
CBA Technology Committee. (2002 - 2003).  
President, Beta Gamma Sigma, (2002 - 2003).  
CBA Undergraduate Curriculum Committee. (2000 - 2002).  
Chair, CBA Technology Committee. (2000 - 2001).  
Kitty Degree Endowed Professorship in Computer Information Systems Selection Committee.  
(2001).

*Selected Examples of Regular Attendance at College Events –*

Honors Banquet  
Football Tailgates  
Baseball Tailgates  
Freshman Interest/Orientation Group Events

## School/Department

Guest Speaker, Majors Fair. (2015 - Present).  
Chair, Faculty Recruiting - Accounting. (2020 - 2021).  
Coordinator, Annual Meet the Firms Event. (2005 - Present).  
Information Technology Instructor Search Committee. (Summer 2019).  
Finance Instructor Search Committee. (Summer 2019).  
Finance Mid-Tenure Review Committee. (Spring 2019).  
Accounting Mid-Tenure Review Committee. (Spring 2019).  
SAFIS Recruiting and Placement Committee. (2016 - 2018).  
Chair, SAFIS Strategic Planning Committee. (2015 - 2018).  
Chair, Faculty Recruiting - CIS. (2016 - 2017).  
Chair, Faculty Recruiting - Accounting. (2015 - 2016).  
Coordinator, Ernst & Young Canada Internship Program. (2003 - 2008).  
Guest Speaker, Beta Alpha Psi Meeting. (2008).  
Coordinator of Double Degree Program, Accounting and Computer Information Systems. (1999 - 2007).  
Coordinator, Introductory Financial and Managerial Courses. (1997 - 2003).  
Department of Accounting P&T Committee. (1999 - 2003).  
Department of Computer Information Systems Promotion and Tenure Committee. (2000 - 2002).  
Chair, Accounting Textbook Selection Committee. (2000 - 2001).

## *Selected Examples of Regular Attendance at School/Program Events –*

Meet the Firms. (2005 - Present).  
Last GAAsP Cookout. (2004 – Present).  
Back to School Social (2003 – Present).  
Accounting Recognition Events (2003 – Present).  
Accounting Student Council Meetings. (2004 – 2010)

## **Professional Development Activities**

### 2021

"Continuous Improvement Review Seminar," AACSB International  
"Standards and Tables Seminar," AACSB International  
"Disaster Casualty Losses with Jerry Schreiber," Society of Louisiana CPAs  
"Scholarship Application Tips," Society of Louisiana CPAs  
"PLS-SEM Workshop - Part 2," ULM-CBSS  
"Chapter Tax and Estate Update," Society of Louisiana CPAs  
"Faculty Hour Webinar: CPA Update & Excel Deep Dive," American Institute of CPAs  
"PLS-SEM Workshop - Part 1," ULM - CBSS



## 2020

"Using Poll Everywhere During Online Live Lecture Sessions," ULS - Bridging the Divide Series  
"21st Century Learning Skills in Moodle," ULS - Bridging the Divide Series  
"What is All the Hype about HyperDocs?," ULS - Bridging the Divide Series  
"Respondus Lockdown Browser and Monitor," ULS - Bridging the Divide Series  
"Collaboration, Communication, Creativity: Web 2.0 Tools to Engage Students," ULS - Bridging the Divide Series  
"Monitoring Engagement: Moodle Tools for Tracking Study Activity," ULS - Bridging the Divide Series  
"Engaging Students Through Moodle Lessons and Zoom Features," ULS - Bridging the Divide Series  
"Forget the Lecture: Incorporating Eduflow and Flipgrid to Promote Student Engagement Online," ULS - Bridging the Divide Series  
"Creating a Virtual Escape Room with Google Drive," ULS - Bridging the Divide Series  
"Four Instant Response and One Grading Technology Tools for Online Learning," ULS - Bridging the Divide Series  
"Extending Skillsets in Excel to Reach Different Learning Styles," ULS - Bridging the Divide Series  
"Moodle Gradebook - Aggregation without Aggravation," ULS - Bridging the Divide Series  
Conference - "Annual Meeting," Federation of Business Discipline/Southwest American Accounting Association  
"Diversity in Education: Incorporating Culturally Responsive Teaching in the Classroom," ULM

## 2019

"IN-FOCUS: FASB Update for Accounting Educators," Financial Accounting Standards Board (FASB).  
"Governmental Accounting/Auditing CPE," Huffman & Soignier CPAs  
"Hackers Beware! It's Personal (CyberSecurity)," Allen, Green & Williamson/Regions Bank/CMA Technology Solutions  
"IRB Training," ULM IRB Office/CITI  
"OSPR Overview," ULM University Week  
Conference - "Not For Profit Update," Society of Louisiana CPAs  
"Research Discussion Luncheon," ULM CBSS - Biedenharn Endowed Chair Talk

## 2018

"2018 Professional Ethics for Louisiana CPAs," Society of Louisiana Certified Public Accountants  
"Malpractice Lawsuits: Survival Techniques & Red Flags," Society of Louisiana Certified Public Accountants, Monroe, LA  
"Louisiana Department of Revenue Update," Society of Louisiana Certified Public Accountants  
"Louisiana School and Child Tax Credit," Society of Louisiana Certified Public Accountants  
"ABC Luncheon-Congressional Update," Society of Louisiana Certified Public Accountants

## 2017

"Statewide Agreed Upon Procedures," Society of Louisiana Certified Public Accountants  
"Scholarship Awards Luncheon and State Board of CPAs Update," Society of Louisiana Certified Public Accountants  
"Women's Symposium," University of Louisiana Monroe  
"The Short Life, Sudden Death and Potential Resurrection of the AHCA," Society of Louisiana Certified Public Accountants  
Conference, "Accounting Educators Conference," Society of Louisiana Certified Public Accountants  
"Peer Review - What's New for 2017?," Society of Louisiana Certified Public Accountants  
"Federal Tax Update," Society of Louisiana Certified Public Accountants  
"Active Shooter Training," University of Louisiana at Monroe

## 2016

"Income Tax Update including IRS Practice & Procedures," Society of Louisiana Certified Public Accountants  
"Louisiana State Tax Update," Society of Louisiana Certified Public Accountants  
"Chair Visit and 25 Year Awards," Society of Louisiana Certified Public Accountants  
"Academic Affairs Training," University of Louisiana Monroe  
"Curriculum Training," University of Louisiana Monroe  
"Accountants, Bankers & CPAs Luncheon with Ralph Abraham," Society of Louisiana Certified Public Accountants  
Conference - "National Meeting," American Accounting Association  
"Surviving Depositions and Avoiding Litigation," Society of Louisiana Certified Public Accountants  
"Northeast Louisiana Industry Partnership Training Session," Louisiana Workforce Commission & Workforce Development Boards 81 & 83  
Conference - "2016 Technology Conference," Society of Louisiana Certified Public Accountants  
"Annual Scholarship Luncheon, Legislative Update and Election of Officers," Society of Louisiana Certified Public Accountants  
Conference - "AABRI International Conference," Academic and Business Research Institute  
"Disaster Losses and Recovery," Society of Louisiana Certified Public Accountants  
"Estate Planning for the Elderly," Society of Louisiana Certified Public Accountants  
"Federal Tax Update," Society of Louisiana Certified Public Accountants

## 2015

"State Tax Update," Society of Louisiana Certified Public Accountants  
"What Your Will/Trust Doesn't Cover Cost Your Heirs," Society of Louisiana Certified Public Accountants

"Tax Provisions of Trade and Highway Bills," Society of Louisiana Certified Public Accountants  
"Economic Update: Economy Accelerates, Escape Velocity Remains Elusive," Society of Louisiana Certified Public Accountants  
"Busting Myths: Information Security," Society of Louisiana Certified Public Accountants  
Conference - "National Meeting," American Accounting Association  
"Applied Assessment Seminar," AACSB International  
"Maintenance of Accreditation Seminar," AACSB International  
"NELCPA Annual Scholarship Meeting," Society of Louisiana Certified Public Accountants  
Conference - "Federation of Business Disciplines Annual Conference," Federation of Business Disciplines  
"Federal Tax Update," Society of Louisiana Certified Public Accountants

## 2014

"Private Company Financial Reporting Update," Society of Louisiana Certified Public Accountants  
"iPad/Tablet Workshop," Society of Louisiana Certified Public Accountants  
"Think Like a Freak," ULM College of Business & Social Sciences  
"Shareholder Rights? The Current Environment & Recent Actions," Society of Louisiana Certified Public Accountants  
"The Workplace: Enjoying Success," Society of Louisiana Certified Public Accountants  
"Tax Accounting Strategies for Timber Companies," Society of Louisiana Certified Public Accountants  
"Summer CPE Summit," Society of Louisiana Certified Public Accountants  
Conference - "Leadership Workshop and Annual Meeting," Society of Louisiana Certified Public Accountants  
"Congressional Update/ABC Meeting," Society of Louisiana Certified Public Accountants  
Conference - "2014 Technology Conference," Society of Louisiana Certified Public Accountants  
"Governmental Audits - Green Book Update," Monroe Chapter of the Institute of Internal Auditors  
"Estate Planning Update," Society of Louisiana Certified Public Accountants  
"Federal Tax Update," Society of Louisiana Certified Public Accountants

## 2013

"State Tax Update," Society of Louisiana Certified Public Accountants, (December 2013).  
"The Role and Progress of the North Louisiana Economic Partnership," Society of Louisiana Certified Public Accountants  
"Securing Your Retirement: Transforming Social Security into a Winning Retirement," Society of Louisiana Certified Public Accountants  
"Annual President's Visit & Member Awards," Society of Louisiana Certified Public Accountants  
"Pulling Away the Punch Bowl - When Easy Money Ends, Does Recovery Begin?," Society of Louisiana Certified Public Accountants  
"Ouachita 101," Society of Louisiana Certified Public Accountants

Seminar, "Health Care Reform - Are You Ready?," Society of Louisiana Certified Public Accountants  
"2013 Leadership Workshop," Society of Louisiana Certified Public Accountants  
"Congressional Update," Society of Louisiana Certified Public Accountants  
"Healthcare Issues," Monroe Chapter of the Institute of Internal Auditors  
"Federal Tax Update," Society of Louisiana Certified Public Accountants  
"Repairs & Maintenance Under Newly Issued IRS Regulations," Society of Louisiana Certified Public Accountants

## 2012

"State Tax Update," Society of Louisiana Certified Public Accountants  
"Fraud Investigation Techniques," Monroe Chapter of the Institute of Internal Auditors  
"Cloud Computing," Monroe Chapter of the Institute of Internal Auditors  
"Asset Preservation and 7 Biggest Retirement Mistakes," Society of Louisiana Certified Public Accountants  
"Estate Planning," Society of Louisiana Certified Public Accountants  
Conference - "Louisiana Technology Conference," Society of Louisiana Certified Public Accountants  
"Legal Issues," Monroe Chapter of the Institute of Internal Auditors  
"Annual Scholarship Luncheon," Society of Louisiana Certified Public Accountants  
"Financial Issues," Monroe Chapter of the Institute of Internal Auditors  
"Louisiana Department of Revenue Update," Society of Louisiana Certified Public Accountants

## 2011

"Who Commits Fraud," Monroe Chapter of the Institute of Internal Auditors  
"President's Visit and Emerging Issues," Society of Louisiana Certified Public Accountants  
"Better Business Bureau of Northeast Louisiana - Identity Theft," Monroe Chapter of the Institute of Internal Auditors  
"Responsibilities of the Assessor's Office," Monroe Chapter of the Institute of Internal Auditors  
"Can the Tax Gap Be Tapped?," Society of Louisiana Certified Public Accountants  
"SSARS Update," Society of Louisiana Certified Public Accountants  
"Louisiana Lottery," Monroe Chapter of the Institute of Internal Auditors  
"Technology Update," Society of Louisiana Certified Public Accountants  
Conference - "Annual Meeting," American Accounting Association  
"Choice of Entity and Passive Activities," Society of Louisiana Certified Public Accountants  
"Maintenance of Accreditation Seminar," AACSB International  
"Current Environment in Politics with U.S. Rep. Rodney Alexander," Society of Louisiana Certified Public Accountants  
"Applied Assessment Seminar," AACSB International  
Conference - "Louisiana Technology Conference," Society of Louisiana Certified Public Accountants

"Beyond the Textbook: Working with Different Personalities," Society of Louisiana Certified Public Accountants  
Conference - "International Accounting Section Mid-Year Conference," American Accounting Association

## 2010

"Current Trends in Audit Management Technology," Monroe Chapter of the Institute of Internal Auditors  
"The Latest Information on Healthcare Reform and the Impact on the Louisiana Health Insurance Marketplace," Monroe Chapter of the Institute of Internal Auditors  
"Professional Issues Update," Society of Louisiana Certified Public Accountants  
"The Restoring American Financial Stability Act," Monroe Chapter of the Institute of Internal Auditors  
"The Latest Information on Healthcare Reform and the Impact on the Louisiana Health Insurance Marketplace," Society of Louisiana Certified Public Accountants  
"Tools for Assessing and Managing Risks," Monroe Chapter of the Institute of Internal Auditors  
"Annual Scholarship Luncheon," Society of Louisiana Certified Public Accountants  
"Independence - The Cornerstone of Audits," Monroe Chapter of the Institute of Internal Auditors  
"Incorporating Internet Research into Your Internal Investigations," Monroe Chapter of the Institute of Internal Auditors

## 2009

Seminar, "Personal and Professional Ethics for Louisiana CPAs," Society of Louisiana Certified Public Accountants  
Seminar, "Auditing Medical Coding," Monroe Chapter of the Institute of Internal Auditors  
"Estate Planning," Monroe Chapter of the Institute of Internal Auditors  
"Balanced Scorecard," Monroe Chapter of the Institute of Internal Auditors  
"Obama's Stimulus Plan," Monroe Chapter of the Institute of Internal Auditors  
Conference - "Annual Meeting," American Accounting Association  
Conference - "Accounting and Auditing Conference," Society of Louisiana Certified Public Accountants  
"The Role of the Legislative Auditor in the Lottery Process," Monroe Chapter of the Institute of Internal Auditors  
"Annual Scholarship Luncheon," Society of Louisiana Certified Public Accountants  
Conference - "Annual Meeting," Allied Academies  
"Compliance and Privacy in Healthcare," Monroe Chapter of the Institute of Internal Auditors  
"IT Audit Considerations in a Virtual Environment," Monroe Chapter of the Institute of Internal Auditors

## 2008

"Faculty Portfolio Assessor Training," Center for Adult Learning in Louisiana  
"Current Economic Crisis," Monroe Chapter of the Institute of Internal Auditors  
"Security Risk Management," Monroe Chapter of the Institute of Internal Auditors  
"EEO Training and Legal Issues," ULM Academic Affairs  
"Suspicious Activity Reports," Monroe Chapter of the Institute of Internal Auditors  
"Annual Scholarship Luncheon," Society of Louisiana Certified Public Accountants  
"Accounting and Tax Update," Monroe Chapter of the Institute of Internal Auditors  
Conference - "Annual Meeting," Allied Academies  
"Managerial Communication," Monroe Chapter of the Institute of Internal Auditors  
"ULM Strategic Plan: Developing Action Plans," ULM TLRC  
"Employee Theft," Monroe Chapter of the Institute of Internal Auditors

## 2007

"Identity Theft & NELA Financial Crimes Task Force," Monroe Chapter of the Institute of Internal Auditors  
"Value of Internal Auditing," Monroe Chapter of the Institute of Internal Auditors  
"SSARS Overview and Update," Northeast Chapter of the Society of Louisiana CPAs  
"Parish School Fraud and Investigations," Monroe Chapter of the Institute of Internal Auditors  
"FERPA (Family Educational Rights and Privacy Act)," ULM TLRC  
"EEO Training and Legal Issues," ULM Academic Affairs  
Conference - "National Meeting," American Accounting Association  
"Better Business Bureau," Monroe Chapter of the Institute of Internal Auditors  
"Annual Scholarship Luncheon," Society of Louisiana Certified Public Accountants  
"Council Meeting," American Accounting Association  
"Disaster Recovery Planning," Monroe Chapter of the Institute of Internal Auditors  
Conference - "Southwest AAA Regional Meeting," American Accounting Association, Southwest Region  
"General Meeting," Monroe Chapter of the Institute of Internal Auditors

## 2006

"Effective Communication," Monroe Chapter of the Institute of Internal Auditors  
"CPA's Professional Liability - Hot Topics and Current Trends," Northeast Chapter of the Society of Louisiana Certified Public Accountants  
"Annual Scholarship Luncheon," Northeast Chapter of the Society of Louisiana Certified Public Accountants  
"It's a Great Time to be an Internal Auditor," Monroe Chapter of the Institute of Internal Auditors  
Conference - "Accounting Program Leadership Group Annual Meeting," American Accounting Association

"Accounting Accreditation Seminar," AACSB International

"Identifying & Resolving Loss: Are You Listening?," Monroe Chapter of the Institute of Internal Auditors

## 2005

Seminar, "Identity Theft," Monroe Chapter of the Institute of Internal Auditors

Seminar, "Enterprise Security," Monroe Chapter of the Institute of Internal Auditors

Seminar, "Assessing Fraud Risk," Monroe Chapter of the Institute of Internal Auditors

Workshop, "The Quality Enhancement Plan (QEP)," University of Louisiana Monroe

Workshop, "Advising," University of Louisiana Monroe.

Attended Conference, "PwC University for Faculty 2005," PricewaterhouseCoopers

Seminar, "Identity Theft," Monroe Chapter of the Institute of Internal Auditors

Seminar, "Hospital Auditing," Monroe Chapter of the Institute of American Auditors

"Council Meeting," American Accounting Association

Attended Conference, "Accounting Program Leadership Group Annual Meeting," American Accounting Association

Workshop, "Post Tenure Review," The University of Louisiana at Monroe

Workshop, "Faculty Work Load," The University of Louisiana at Monroe

Seminar, "Time Management," Monroe Chapter of the Institute of Internal Auditors

## 2004

Seminar, "Statistical Sampling for Tests of Controls," Monroe Chapter of the Institute of Internal Auditors

Seminar, "Ethics in Today's Environment for Louisiana CPAs," Northeast Chapter of the Society of Louisiana Certified Public Accountants

Seminar, "Statistical Sampling for Tests of Controls," Northwest Chapter of the Society of Louisiana Certified Public Accountants

Seminar, "Investigating White Collar Crime," Monroe Chapter of the Institute of Internal Auditors

"Assessment Seminar," AACSB International

Seminar, "Investigative Audits in News Coverage," Monroe Chapter of the Institute of Internal Auditors

"Learning from the Leaders Seminar" AACSB International

Workshop, "University Support for College/Dept Web Pages," The University of Louisiana at Monroe

Workshop, "Retention," University of Louisiana Monroe

Seminar, "Bankers' Meeting," Northeast Chapter of the Society of Louisiana Certified Public Accountants

Seminar, "Forensic Accounting," Monroe Chapter of the Institute of Internal Auditors

Seminar, "Annual Scholarship Luncheon/Wilstaff Worldwide," Monroe Chapter of the Society of Louisiana Certified Public Accountants

Seminar, "Changes to the Professional Practices Framework," Monroe Chapter of the Institute of Internal Auditors

"Council Meeting," American Accounting Association

Attended Conference, "Federation of Business Disciplines (Decision Sciences Section),"

Attended Conference, "Accounting Program Leadership Group Annual Meeting," American Accounting Association

Workshop, "Basic Purchasing 101 Training," University of Louisiana Monroe

Seminar, "Tax Year 2003 Annual Wage & Media Filing Seminar," Northeast Chapter of the Society of Louisiana Certified Public Accountants

Seminar, "Public Company Accounting Oversight Board," Monroe Chapter of the Institute of Internal Auditors

## 2003

Seminar, "President's Meeting," Northeast Chapter of the Society of Louisiana Certified Public Accountants

Attended Conference, "Business Accreditation Seminar (New Standards)," AACSB International

Seminar, "The Sarbanes-Oxley Act of 2002," Monroe Chapter of the Institute of Internal Auditors

Seminar, "The Louisiana Plan for Affordable Health Care," Northeast Chapter of the Society of Louisiana Certified Public Accountants

Attended Conference, "National Meeting of AACSB," AACSB International

"Council Meeting," American Accounting Association

Tutorial, "Microsoft Outlook," CBA Technology Support Unit, University of Louisiana Monroe

Attended Conference, "Accounting Program Leadership Group Meeting," American Accounting Association

## 2002

Seminar, "Professional Ethics," Louisiana Society of Certified Public Accountants

Workshop, "Electronic Teaching Resources," CBA Technology Support Unit, University of Louisiana Monroe

Workshop, "Blackboard," Teaching and Learning Resource Center, University of Louisiana Monroe

Workshop, "FBD Program Chair Boot Camp," Federation of Business Disciplines

Attended Conference, "18th Annual Conference on Accounting Education," Houghton Mifflin Company

Seminar, "Bank Auditing," Monroe Chapter of the Institute of Internal Auditors



## 2001

Seminar, "Telecommunications Auditing," Monroe Chapter of the Institute of Internal Auditors, Monroe, LA

Seminar, "Social Security and Wage Reporting," Louisiana Society of Certified Public Accountants, Monroe, LA

Workshop, "Computer Security and Control," CBA Technology Support Unit, The University of Louisiana at Monroe, Monroe, LA

Seminar, "The Value of Internal Audit Experience," Monroe Chapter of the Institute of Internal Auditors, Monroe, LA

Workshop, "Web Page Development I, II, III," CBA Technology Support Unit, Monroe, LA. (April 2001).

Attended Conference, "Louisiana Accounting Educators' Conference," Society of Louisiana Certified Public Accountants, Alexandria, LA

Workshop, "PC Control, Backup and File Management," CBA Technology Support Unit, Monroe, LA

## 2000

Seminar, "Thieves From Within," Monroe Chapter of the Institute of Internal Auditors, Monroe, LA

Seminar, "Finding Fraud," Society of Louisiana Certified Public Accountants, Monroe, LA.