

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

PERSONNEL COMMITTEE

April 22, 2021

Item J.1. **Northwestern State University's** request for approval to appoint Dr. Michael Snowden as Vice President for Inclusion and Diversity effective May 1, 2021.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Michael Snowden as Vice President for Inclusion and Diversity effective May 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 Dr. Michael Snowden as Vice President for Inclusion and Diversity effective May 1, 2021.*



J.1.

April 6, 2021

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

Re: Appointment of Dr. Michael Snowden as Vice President for Inclusion and
Diversity – April 2021 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the
agenda for approval at the April 2021 Board meeting:

*Appointment of Dr. Michael Snowden as Vice President for
Inclusion and Diversity at an annual salary of \$125,000
beginning May 1, 2021*

Please find attached the committee's recommendation for appointment and Dr.
Snowden's resume and transcript.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio
President

Attachments



NORTHWESTERN STATE
UNIVERSITY OF LOUISIANA

Provost & Vice President for Academic Affairs

211 Caspari Hall | Natchitoches, LA 71497

To: Dr. Chris Maggio, President

From: Dr. Greg Handel, Provost/VPAA

Re: Vice President for Inclusion and Diversity Search

Date: April 6, 2021

As chair of the search committee for the Vice President for Inclusion and Diversity, I am pleased to give the committee's unanimous recommendation of Dr. Michael Snowden for the position.

A total of 52 applications were reviewed by myself and the search committee: Frances Conine, Francene Lemoine, Telba Espinoza Contreras, Brittany Blackwell Broussard, Galindo Rodriguez, Kristen Prejean, and Felicia Pinkney. From the initial 52, we each recommended 10 individuals with whom we were interested in pursuing for a second round of consideration. The committee met via Teams on March 9, 2021. From the second round, there was consensus that 5 candidates met the requisite qualifications for the position at Northwestern. These 5 were contacted via e mail in order to schedule a virtual interview via WebEx. Of the 5, one individual withdrew prior to the WebEx. We conducted 4 WebEx interviews from March 15-22, and then narrowed our list down to 2 that we wished to bring to campus for in-person interviews. Of the 2, one individual withdrew his name from consideration. Upon further consideration, we decided that we would bring only one candidate, Dr. Michael Snowden, to campus for an interview. Dr. Snowden interviewed on April 5, 2021, and had interviews with the President's Cabinet, community stakeholders, an open forum for students, faculty, and staff, and a formal interview with the search committee. The search committee unanimously voted to recommend Dr. Snowden to you for the position.

This memo serves as the record of process as related to the search, as well as our recommendation to you.

Thank you for the opportunity to serve as chair, and to participate in this very important work.

February 10, 2021

Dear Search Committee,

I am excited to submit my cover letter for the Vice President of Inclusion and Diversity position at Northwestern State University of Louisiana. I am deeply committed to creating a campus culture that not only tolerates diversity but celebrates the beautiful mosaic of expressions an inclusive campus can create.

I have over twenty years of diversity experience. I have worked as a coordinator, director, Chief Diversity Officer (CDO) and currently serve as the interim Vice President of Inclusion and Diversity. As I share my thoughts about what makes me a prime candidate to hold this position, I believe that my continued progression in the field of diversity/inclusion work serves as my first example.

My experience at the University of Minnesota Morris as the Educational /Gateway Coordinator challenged me to expand my definition of race, ethnicity and to embrace various sexual expressions and orientations. As Director of Minority (Multicultural) Affairs at Armstrong State University, I was able to engage the campus with programs designed to promulgate the concepts of inclusiveness and diversity. I led the office on the principles of academic outreach, cultural development, and student advocacy. As Chief Diversity and Title IX Officer at McNeese State University, I was able to work in a new and challenging way. My former position afforded me the opportunity to impact change at the institutional level. I provided leadership for all search processes which included review of the search committee composition, qualifying the search candidate pool, reviewing all candidate questions and oversight of a staff member that guaranteed that the search was completed with diversity/inclusion at the crux of the process. At McNeese, I strengthened and re-wrote many policies that govern the equity and inclusion work. One of my work initiatives was to form a committee of Diversity and Equity Initiatives. This group was able to create their diversity strategic plan called "MyMcNeeseInclusive". The plan provided a structure to the work, which included strategic initiatives backed by the metrics of the Diversity Scorecard (Bensimon 2004).

Since August of 2020, I have worked in the capacity as interim Vice President of Inclusion and Diversity at Northwestern State University of Louisiana. During this period of a global pandemic, I continue to commit to leadership in the area of inclusion, equity and diversity. Following the civil unrest of the summer, I helped lead the campus in a programming effort called DemoNSUnite For Change. This was an opportunity to inform the campus of our past, affirm our present, and cast vision for our future. The event adhered to our safety protocols and was attended by campus students, faculty, and staff. My main priority going forward is completion and actuation of the diversity five-year strategic plan. The completion of this document will provide the campus with a clear direction and path to continue the much needed work of strengthening our campus culture.

As part of my professional affiliations, I am a past member of the National Advisory Council of NCORE (National Conference on Race and Ethnicity), a member of NADOHE (National Association of Diversity Officers in Higher Education) and a member of AAAED (American Association for Access, Equity and Diversity). In my efforts to increase my knowledge and engage with the most progressive diversity thought leaders in the country, I attended the inaugural National Association of Diversity Officers in Higher Education's (NADOHE) Standards of Professional Practice Institute (SPPI). This was a career changing experience. Over the five-day training, I was introduced to quantifiable ways to increase faculty diversity, use metrics to foster

diversity/inclusion conversations, and how to have low cost/ no cost events to gain allies for improving the campus climate.

I am passionate about creating a campus environment that is welcoming, engaging and progressive. I have provided campus programs that promote varied opportunities to engage (student, faculty, and staff) in diversified leadership activities, civic engagement, and networking. Furthermore, I possess the ability to lead, provide vision, and counsel others on recruiting and hiring practices as outlined by state and federal law.

One of my greatest attributes is my empathetic spirit. I show genuine concerns and work to find resolutions. I also avail myself to opportunities to educate. I have given lectures and speeches about different aspects of diversity to the business community, classroom presentations, inspirational messages to affinity groups and I have even given a talk about the aspects of FERPA at the community college level.

I would love to be a part of a team that is devoted to pushing the needle of progress. I work well independently, but I also love working collaboratively. This letter and my enclosed résumé only serve as an introduction to my qualifications. I look forward to the opportunity to formally discuss my qualifications in an interview. If you have any questions, please contact me at (912) 484-2096.

Sincerely,

Michael T. Snowden

MICHAEL T. SNOWDEN, Ph.D.

388 Rue De Gabriel Apt F8
Natchitoches, LA 71457
E-mail: snowdenm44@yahoo.com

318.357.4488 Office
912.484.2096 Mobile

EMPLOYMENT HISTORY

Interim Vice President of Inclusion and Diversity

August 2020 – to present

Northwestern State University

Northwestern State University was established in 1884 in the old Bullard Mansion atop a hill overlooking the bustling river port city of Natchitoches. In 1921, The *Louisiana State Normal School*, which initially offered a 2-year degree program to prepare educators, began offering a 4-year educator degree program and was renamed the *Louisiana Normal College*. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation.

- Researches, develops, recommends, and executes creative strategies to foster the University's diversity goals
- Review current practices and policies, assessing and analyzing the extent to which they support or hinder the University's diversity goals
- Collects and analyzes statistical data to evaluate the University's population in accordance with diversity standards and goals
- Coordinates diversity and inclusion initiatives inclusive of university policies, programs, and services for students, faculty, staff and visitors
- Responsible for the University's Diversity Plan
- Serve as a member of the President's Cabinet

Chief Diversity and Title IX Officer

August 2011 – July 2020

McNeese State University (MSU)

McNeese State University is an evolving comprehensive university with the primary educational mission to provide a wide range of baccalaureate and carefully selected graduate curricula, distinguished by academic excellence. Fundamental to this mission is the faculty commitment to excellence in teaching, research and creative scholarly activity. At McNeese, students can choose from more than 75 degree programs offered by the Colleges of Business, Education, Engineering and Technology, Liberal Arts, Nursing and Science, the Division of General and Basic Studies, and the Doré School of Graduate Studies. There are students from 56 parishes, 34 states and 49 countries.

- Created an atmosphere of diversity, equity and inclusion for the institution campus
- Provided administrative and supervisory responsibility for the Office of Inclusive Excellence
- Managed the development and implementation of the affirmative action plan and programs
- Provided leadership and oversight of the University's Equity and Inclusion Policy, Inclusion Policy for Employees with Disabilities, Anti-Bullying Policy, the Prohibition Against Retaliation Policy, the Vets 100 Report, and any other related EEO policies, procedures, and requirements

- Managed the Title IX administration which consist of complying with federal and state regulations
- Provided diversity trainer for faculty, staff, students, and student organizations
- Received and investigated complaints of discrimination
- Provided council for the President, Vice Presidents, and other university administrators

Accomplishments:

Initiated the Office Name change from **Office of Equal Opportunity** to **Office of Inclusive Excellence**

Established the Black Faculty Staff Council

Established a Foundation Account for Black Faculty Staff Council Initiatives

Established Training Partnership with DiversityEdu

Established Committee on Diversity and Equity Initiatives

Established Bias Incident Report Mechanism

Selected for the 2019 University of Louisiana Management & Leadership Institute

Selected for 2013 Leadership Southwest Louisiana Class

Completed the Campus Title IX Coordinator and Administrator Training and Certification Course

Selected for a three-year appointment on the NCORE® National Advisory Council (NAC)

Director of Multicultural Affairs

April 1999 – July 2011

Armstrong Atlantic State University (AASU)

AASU is a dynamic part of the University System of Georgia. Acclaimed for academic excellence since its founding in 1935, AASU offers undergraduate and graduate degrees in the College of Arts and Sciences, College of Education, College of Health Professions, and the School of Graduate Studies. The university community includes 7,500 students and 250 full-time faculty. The campus is located in Savannah, GA.

- Provided support services to assist students achieve educational goals
- Implement programming for the improvement or attainment of academic skills necessary to perform adequately in the classroom
- Promoted and deepened students understanding of culture and heritage
- Educated the campus community on issues of diversity and multiculturalism
- Created avenues that allow majority students to gain an understanding of their unique culture and heritage
- Established, maintain, and promote effective relations with relevant campus offices and external agencies
- Provided encouragement and support systems to assist minority students in their acclimation to the institutional culture
- Conducted student leadership, personal and socials skills training for minority students
- Served as an ombudsperson
- Implemented the Minority Student Leadership Summit
- Planed and implemented programs for history focus months including African American and Native American History
- Assisted with minority student recruitment as requested
- Supervised a graduate assistant and student workers
- Managed the student development budget

Accomplishments:

Established the **Early Alert Support Environment (EASE)** Program to provide mentoring relationships between faculty and students

Established the **Tutoring Each Student for Academic Motivation (TEAM)** Program to improve academic student progress

Established the **Multicultural Academic Achievement Scholars (MACAS)** Program to recognize and highlight the academic excellence of minority students

Established the **Diversity Dialogue** series to focus on movies, videos, guest speakers and panel discussions with a multicultural perspective that starts discussions that lead to understanding, tolerance, and respect

Educational Coordinator

July 1997 – April 1999

University of Minnesota Morris (UMM)

UMM is the undergraduate liberal arts campus of the University of Minnesota. UMM's mission is unique as an academically rigorous, public undergraduate liberal arts college. Since opening in 1960, UMM has repeatedly received national recognition for its distinctive mission and strong academic quality. The campus is located in Morris, MN.

- Planned, organized, implemented, and evaluated academic assistance for minority students
- Assessed minority students' academic problems and worked in conjunction with the faculty and the Academic Assistance Center in selecting and arranging tutors
- Monitored academic progress of minority students
- Provided academic advising for all freshmen minority students
- Facilitated the transfer of second year students to faculty advisors in cooperation with the advising office
- Managed the Minority Student Program (MSP) orientation
- Worked with the Minority Experience Committee as a policy review board member
- Coordinated, maintained, and supervised the operation of the MSP computer room
- Supervised five student assistants
- Coordinated the Minority Mentorship Program and worked collaboratively with the coordinator of the Alumni Mentorship Program
- Served as Advisor to Black Student Union and IMANI, a support group for African American males
- Coordinated the Gateway Program, a summer enrichment initiative
- Managed and maintained the Gateway Program budget of \$45,000 per year
- Contracted with food services, housing, and plant services
- Conducted training sessions for student workers
- Planned cultural activities for new students in the Gateway program
- Developed academic strategies for Gateway students
- Administered and evaluated Summer Gateway programs

Accomplishments

Established the University of Minnesota Morris Gospel Choir

Coordinated receptions for students with outstanding academic credentials

Served as a role model for African American and other minority males

Assisted IMANI, (a Swahili word that means faith) an organization for men of color focusing on career goals, educational concerns, and long-range life planning.

Graduate Assistant Office of Disability Services

August 1994 – July 1997

University of Southern Mississippi

The campus is located in Hattiesburg, MS and has a population of 17,000 students. USM, the state's only dual campus institution, is a comprehensive doctoral/research extensive university committed to uncompromising quality in teaching, service, research, economic development, and creative activity

- Arranged test accommodations for students
- Coordinated activities for Disabilities Awareness Week
- Provided escort accommodation services to students
- Consulted with faculty members to assist with classroom accommodations
- Provided on-going evaluation and assessment of Disability Services' effectiveness
- Coordinated tutoring services for students
- Coordinated student worker assignment schedule

EDUCATION

University of Southern Mississippi

Doctor of Philosophy

Educational Administration with an emphasis in Higher Education

Dissertation: "A Comparative Analysis: African American Students' Perspectives on Collegial Experiences in Historically Black and Historically White Colleges and Universities in Mississippi"

Master of Education

Educational Administration and Leadership with an emphasis in Higher Education

Bachelor of Science

Business Administration with an emphasis in Human Resource Management

CERTIFICATIONS AND TRAINING

- | | |
|-------------|--|
| 2017 | National Association of Diversity Officers in Higher Education's (NADOHE) Standards of Professional Practice Institute (SPPI) |
| 2015 | Certification of Professional Education, Professional Development and Training Institute, CERTIFIED AFFIRMATIVE ACTION PROFESSIONAL (CAAP Level I) , American Association for Access, Equity, and Diversity |
| 2014 | Certification of Completion for participating in Investigating and Adjudicating Faculty Sexual Misconduct: Title IX Considerations, PaperClip Communications |
| 2013 | Certificate of Completion for participating in New ADA Accessibility Standards: What do They Mean for Your Campus' New and Existing Facilities, PaperClip Communications |
| 2013 | Certification of Attendance – Technical Assistance Program Seminar, EEOC Training Institute |

- 2013** Certificate of Completion – Online Course: Title IX Coordinator Training, The National Association of College and University Attorneys
- 2012** Certification of Attendance – Technical Assistance Program Seminar, EEOC Training Institute
- 2012** Certification of Completion for successfully completing the Campus Title IX Coordinator and Administrator Training and Certification Course, Association of Title IX Administrators

UNIVERSITY SERVICE

- 2012 – 2020** *Chair, Graduation Rates for Black Student Athletes Committee, MSU*
The Graduation Rates for Black Student Athletes Committee has been established to make recommendations about solutions to increase graduation rates for Black student-athlete
- 2011 – 2020** *Member, Disabilities Services and Compliance Task Force, MSU*
The Disabilities Services and Compliance Task Force has been established to make recommendations concerning ADA compliance and DOJ settlement agreement progress
- 2000 – 2011** *Member, Institutional Review Board, AASU*
Review all research projects with the authority to approve, disapprove, and require modification in all human subjects
- 1999 – 2011** *Member, Disabilities Committee, AASU*
Address standards and criteria for accommodating students with disabilities (i.e. building codes & regulations)
- 1999 – 2011** *Ex-Officio, Multicultural Affairs Committee, AASU*
Serve as a resource in issues relative to minority student experiences
- 1999 – 2011** *Member, Student Recruitment, Advisement, and Retention Committee, AASU*
Provide information to campus community on best practices and strategies to enhance retention
- 1999 – 2005** *Member, Pathways to Teaching Advisory Committee, AASU*
Screen applications, evaluate student readiness to participate in Pathways and conduct student interviews to assist future teachers of underrepresented populations

ORGANIZATIONS AND AFFILIATIONS

- 2012 –** Member, American Association for Access, Equity, and Diversity (AAAED)
- 2012 – 2016** Member, National Association of Diversity Officers in Higher Education (NADOHE)
Member, National Conference on Race and Ethnicity (NCORE) National Advisory Council
- 2005 – 2011** Board Member, Saint Joseph/Candler African American Health Information and

Resource Center

- 2004** Participant, Mid-Managers Institute, NASPA Region III/SACSA (2004)
2003 Participant, Leadership and Mentorship Institute, AAHE Black Caucus (2003)
 Member, Southern Association for College Student Affairs (SACSA)
 Member, Kappa Alpha Psi Fraternity, Inc.

PROFESSIONAL PUBLICATIONS

- Jackson, J. F. L., Snowden, M. T., & Eckes, S. E. (2002). Fordice as a Window of Opportunity: The Case for Maintaining Historically Black Colleges and Universities (HBCUs) as Predominantly Black Institutions. West's Educational Law Reporter, 161, 1-19.
- Snowden, M. T., Jackson, J.F.L., and Flowers, L.A. (2002). The Fork in the Road in Mississippi: An Examination of the Efficiency of the Proposed Remedies and Settlement for Ayers 1: Based on a Study of Black College Students in Mississippi. NASAP Journal, 5, 7-20.

PROFESSIONAL PRESENTATIONS

- “Microaggressions in the Workplace: The straws that breaks the Camel’s Back” – Virginia Department of Motor Vehicles (January 26, 2021) Natchitoches, LA (virtual)
- “Building on the Foundation of DEI” – City of Natchitoches (January 21, 2021) Natchitoches, LA
- “How to Thrive in Inclusion, Equity, and Diversity” – Northwestern State University of Louisiana (October 30, 2020) Natchitoches, LA
- “The Road to Bias is paved with Good Intentions” – Magnolia State Pharmaceutical Society (October 23, 2020) Natchitoches, LA 71497
- “Navigating Diversity Flashpoints” – Northwestern State University of Louisiana (August 13, 2020) Natchitoches, LA
- “Creating Capacity for Change Through the Inclusive Excellence Model – Northwestern State University of Louisiana (August 12, 2020) Natchitoches, LA
- “Moving The Needle of Diversity, Equity, and Inclusion Work” – Northwestern State University of Louisiana (August 11, 2020) Natchitoches, LA 71497
- “Establishing an Affinity Group” Universities of Louisiana 3rd Annual For Our Future Conference (January 30, 2020) Monroe, LA
- “Creating the Atmosphere for Inclusive Excellence” Universities of Louisiana 2nd Annual For Our Future Conference (February 15, 2019) Lafayette, LA
- “What’s Your Role as the Chief Diversity Officer?” National Conference on Race and Ethnicity (May 26, 2015) Washington, DC
- “Momentum in Spite of Minimal Movement: Strategies for Coping and Career Capital for Diversity Affairs Professional National Conference on Race and Ethnicity (May 30, 2013) New Orleans, LA

“Young, Male, and Black: Who Am I?” Men of Vision: Black Male Summit (September 20, 2008) Statesboro, GA

“Cultural Competencies of Student Affairs Professionals: A Critical Examination and Discussion.” Southern Associations for College Student Affairs (November 4, 2006) Jacksonville, FL

“BGLO: Building Positive Campus Relations.” National Black Greek Letter Organization Conference (October 4, 2003) Clemson, SC

“Facilitating Diversity: Past Practices...Future Implications.” Southern Association for College Student Affairs (November 12, 2001) Orlando, FL

“Perception vs. Reality: The African American Dress Dilemma....Names Across or Buttons Down.” 7th Annual National African American Student Leadership Conference 2001 – (January 12, 2001) Rust College, Holly Springs, MS

“It’s Not What You Call Me, But What I Answer To.” Southern Association for College Student Affairs (November 4, 2000) Savannah, GA

“The Gateway Program: Creating a Climate of Success.” Minnesota Indian Education Association (November 6, 1998) Fond Du Lac Tribal and Community College Fond Du Lac, MN

“The Gateway Program: Opening Doors to Academic and Social Success.” Minnesota Association of Educational Opportunity Program Personnel (April 2, 1998) College of St. Benedict St. Joseph, MN

KEYNOTE ADDRESSES

“Strange Fruit: The Untold Story of Lynching in Louisiana” – Southwest Louisiana Genealogical and History Library Lecture (May 7, 2019) Lake Charles, LA

“The Legacy of Dr. Martin Luther King, Jr.” –Brown Bag Lecture Series for the City of Lake Charles’ Leadership Team for Community Diversity and Inclusion (January 16, 2019) Lake Charles, LA

“Black History: Celebrating the Pride, Pageantry, and Perseverance” – Brown Bag Lecture Series for the city of Lake Charles Leadership Team for Community Diversity and Inclusion (February 21, 2018) Lake Charles, LA

“Judged by Character” – PPG GC WLC/MLC Leadership Development Event (November 16, 2011) Lake Charles, LA

“What’s My Motivation?” – A.E. Beach High School Step-team Induction Ceremony (October 27, 2006) Savannah, GA

“Making the Right Decision – Creating a Comfortable Culture” 100 Black Men of Savannah College Program (May 24, 2003) Savannah, GA

“Pathway to Success” – AASU Pathway Christmas Banquet (December 14, 2001) Savannah, GA

"I'm Finished With High School, Now What?" – Alternative Summer High School Commencement (August 3, 2000) Savannah, GA

"Master of the Game" – 100 Black Men of Savannah Rites of Passage Program (May 21, 2000) Savannah, GA

AWARDS AND GRANTS

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|-------------|---|
| 2010 | Weave a Dream Department of Cultural Affairs Grant \$5,000 |
| 2007 | SACSA Bobby E. Leach Award |
| 2003 | AASU Outstanding Advisor Award |
| 2002 | AASU Student Government Association Student Service Award |
| 2001 | Kappa Alpha Psi Savannah Alumni Chapter Man of the Year |
| 1998 | Outstanding Young American Outstanding Young Man of America |
| 1997 | American Express Minority Alumni Mentorship Programs \$15,000 |
| 1996 | USM Afro-American Student Organization Advisor's Awards |

List of Professional References

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