

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

**PERSONNEL COMMITTEE**

**August 24, 2023**

**Item K.1.**      **Grambling State University's** request for approval to appoint Dr. Derrick V. Warren as Dean of the College of Business effective August 1, 2023.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Derrick V. Warren as Dean of the College of Business effective August 1, 2023 at an annual salary of \$225,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University's request for approval to appoint Dr. Derrick V. Warren as Dean of the College of Business August 1, 2023.*

K.1.



Office of the President

August 1, 2023

**MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**SUBJECT: REQUEST FOR APPROVAL TO APPOINT DR. DERRICK V. WARREN  
AS DEAN OF THE COLLEGE OF BUSINESS**

Grambling State University respectfully requests approval to appoint Dr. Derrick V. Warren as Dean of the College of Business, effective August 1, 2023 at an annual salary of \$225,000.

Your favorable consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "RJG", is written below the word "Sincerely,".

Richard J. Gallot, Jr., JD  
President

RJG:lml

Attachment



**DR. DERRICK V. WARREN**  
**ASSOCIATE DEAN – MBA AND DIRECTOR OF GRADUATE PROGRAMS**  
**SOUTHERN UNIVERSITY AND A&M COLLEGE**

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Baton Rouge, La.

[www.linkedin.com/in/dvwarren/](http://www.linkedin.com/in/dvwarren/)

1.404.702.8508

[dwintlbiz@outlook.com](mailto:dwintlbiz@outlook.com)

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## **EDUCATION**

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### **GEORGIA STATE UNIVERSITY, Atlanta, Georgia, Robinson College of Business**

Doctorate in Business Administration. August 2015 – August 2019;

Dissertation: *Digital Member Network Implementation and Coproduction: An Investigation of an Alumni Association Network*. [https://scholarworks.gsu.edu/bus\\_admin\\_diss/119/](https://scholarworks.gsu.edu/bus_admin_diss/119/)

### **UNIVERSITY OF SOUTH FLORIDA, Tampa, Florida**

Master of Business Administration (MBA) – Business Management. August 1994 – May 1996

### **SOUTHERN UNIVERSITY and A & M COLLEGE, Baton Rouge, Louisiana**

Bachelor of Science – Computer Science – Business Option *with Honors (Cum Laude)*.

August 1978 – December 1982

## **BADGES, CERTIFICATIONS AND CERTIFICATES** (Click on link to view credential)

### **UNIVERSITY OF SOUTH FLORIDA, Office of Corporate Training and Professional Education**

Diversity, Equity and Inclusion in the Workplace Certificate. May 2021:

[https://www.credly.com/badges/83d4c582-c8e3-4cc1-b526-fbb59b36fc29?source=linked\\_in\\_profile](https://www.credly.com/badges/83d4c582-c8e3-4cc1-b526-fbb59b36fc29?source=linked_in_profile)

### **MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Sloan School of Management**

Certificate of Completion - Blockchain Technologies: Business Innovation and Application.

August - September 2018

### **GEORGIA STATE UNIVERSITY, Atlanta, Georgia, Robinson College of Business**

Executive Doctorate Teaching Certificate – Master Teacher Program. November 2017

### **THE UNIVERSITY OF ALABAMA, Tuscaloosa, Alabama**

Career Opportunities in Real Estate (CORE) Certificate. May 2022

<https://www.credly.com/badges/d2e700d2-d661-45f2-a29b-d759a019e2fd>

## **IBM SKILLS ACADEMY BADGES/CERTIFICATIONS** (Click on link to view credential)

Enterprise Design Thinking Practitioner Badge. May 2020:

<https://www.credly.com/badges/a9d103ea-45e4-4da0-a5cc-bd4a5c33088f>

Enterprise Design Thinking – Team Essentials for Artificial Intelligence (AI) Badge. June 2020:

<https://www.credly.com/badges/89782e47-3def-4687-a6a6-f0f20b03692a>

Artificial Intelligence – Instructor Badge. August 2020: <https://www.credly.com/badges/7952571c-dda2-46f9-9263-1e71e9245df1>

Cloud Computing – Instructor Badge. August 2020: [https://www.credly.com/badges/824bd147-f9ba-4225-ab1f-0979a1b5ec0d?source=linked\\_in\\_profile](https://www.credly.com/badges/824bd147-f9ba-4225-ab1f-0979a1b5ec0d?source=linked_in_profile)

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**Cybersecurity – Instructor Badge.** August 2020: [https://www.credly.com/badges/f5209e39-ade8-46a0-8b88-dbfe01e6bef3?source=linked\\_in\\_profile](https://www.credly.com/badges/f5209e39-ade8-46a0-8b88-dbfe01e6bef3?source=linked_in_profile)

**Data Science – Instructor Badge.** August 2020: <https://www.credly.com/badges/153c4c94-0c02-481b-8617-078a8dbf7548>

**Internet of Things – Instructor Badge –** November 2020: <https://www.credly.com/badges/d7c15995-7ae1-473d-8c02-020fdb84b2ea>

**Blockchain – Instructor Badge.** January 2021: <https://www.credly.com/badges/423442cf-ad42-42f8-acf5-66c31604cad3>

**Getting Started With Enterprise Data Science Badge.** December 2022:  
[https://www.credly.com/badges/357c1313-9377-47ad-a895-e5c441a042a8/public\\_url](https://www.credly.com/badges/357c1313-9377-47ad-a895-e5c441a042a8/public_url)

### **QUALITY MATTERS CERTIFICATIONS** (Click on link to view credential)

**Teaching Online Certificate.** June 2020: <https://www.credly.com/badges/1c87c113-eb5a-4cf7-93a3-db7dd5452a88>

**QM Policy Awareness Certificate.** June 2020: <https://www.credly.com/badges/7d0e47f1-7d35-4841-9d48-78183f1eed04>

**Evaluation of Course Design Certificate.** May 2020: <https://www.credly.com/badges/eee1359c-ad3a-4fe6-8157-a1e28ba96ec5>

**Technology Skills Self-Assessment.** May 2020: <https://www.credly.com/badges/9a842bcb-6396-40db-aed9-7559921f15c2>

**Connecting Learning Theories to Teaching Strategies Certificate.** April 2020:  
<https://www.credly.com/badges/b9b92af4-f76a-4664-8ce8-7964746b194c>

**Creating Presence Certificate.** April 2020: <https://www.credly.com/badges/bf72f1e6-f052-4d73-b973-32a9df42a631>

**Learner Assessment Certificate.** April 2020: <https://www.credly.com/badges/b141df75-afb6-41fc-8eb7-3dc46ae030fa>

**Orienting Learners Certificate.** April 2020: <https://www.credly.com/badges/0f4f35c2-91eb-46a3-8bc5-a00b3ce272a4>

**Applying the QM Rubric Certificate.** September 2018: <https://www.credly.com/badges/ec0951fe-665a-441d-87c3-1fb1afe5b68f>

### **ACADEMIC CAREER HIGHLIGHTS**

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**Southern University – Baton Rouge Associate Dean – MBA and Graduate Programs Director 11 – 2021 - Present**

- **Cybersecurity Teach the Teacher (T3) Instructor.** Trained 12 Southern University System Faculty and Staff on Cybersecurity Fundamentals. 11 completed the course with 8 securing digital credentials (November 2021)

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- **Law.Agriculture/Arts.Business.Science.Engineering.Technology (LA<sup>2</sup>BSET) initiative Boot Camp Academic Director and Technology Instructor:** Led December 2021, May 2022 and December 2022 STEM Boot Camps. Eight skill paths offered across the camps. Instructors taught Artificial Intelligence, Blockchain, Cloud, Cybersecurity, Data Science, Design Thinking, Internet of Things and Quantum Computing. Over 150 students completed the three Boot Camps and received digital credentials across the skill areas they were enrolled in.
- **HBCU Battle of the Brains Competition Coach.** Currently coaching 5-person team of cross – interdisciplinary students in preparation for an intensive 24 hour South by Southwest HBCU Case competition held during March 2022.
- **The Business of Entertainment, Media and Sports (BEMS) Case Study Review.** Meeting with Dr. Anita Elberse to audit and understand her Case Study creation and delivery method for implementation at Southern University. Program sponsored in partnership with the Chris Paul Family Foundation. Harvard Business School. Boston, MA, June 2022

**Southern University – Baton Rouge Interim Associate Dean and Graduate Programs Director 2- 2021 – 11-2021**

- **TedX Talker** at Inaugural TEDxScotlandville; Talk Title: *‘Facing Fear, Finding Fulfilment and Fueling Fun Using First Time Experiences’*. May 2021:  
<https://www.youtube.com/watch?v=kIYPuLgokBk>
- Co-Developed 2021 – 2023 Southern University College of Business (CoB) Strategic Plan with CoB Graduate Faculty, Dean Dr. Donald Andrews and Dean Dr. Ashagre Yigletu
- **Law.Agriculture/Arts.Business.Science.Engineering.Technology (LA<sup>2</sup>BSET) initiative Academic Director:** LA<sup>2</sup>BSET, with the SU Law Center as the lead campus, will provide access to Southern University stakeholders and the communities we serve with key academic and technological resources. A special focus will be on underrepresented and underserved communities.
- **Thurgood Marshall College Fund (TMCf) and NBA ‘Innovate the Future’ Challenge Coach.** Coached team of three to a 3<sup>rd</sup> Place finish (out of over 100 entries).  
<https://www.subr.edu/news/southern-students-place-third-in-tmcfnba-challenge>
- **Battle of the Brains Competition Coach.** 2019 and 2021
- **Bayou Classic Biztech Competition Coach.** 2017 – 2019 and 2021 Team.

**Southern University System (SUS) IBM Single Point of Contact (SPOC) 2019 - Present**

- Secured approximately \$16,000,000 in technology assets for SUS; Trained and secured digital credentials for 25 Faculty and over 300 students in Artificial Intelligence, Blockchain, Cloud Computing, Cybersecurity, Data Science, Design Thinking, Internet of Things and Quantum Computing – Spring 2020 – Spring 2021. <https://newsroom.ibm.com/2021-05-07-IBM-Extends-HBCU-Initiatives-Through-New-Industry-Collaborations>

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- Gained 3 Faculty Seats for SUS on HBCU Quantum Initiative.  
<https://www.subr.edu/news/ibm-education-and-research-initiative> ;  
<https://www.prnewswire.com/news-releases/ibm-establishes-first-quantum-education-and-research-initiative-for-historically-black-colleges-and-universities-301132889.html>
- Facilitated the awarding of IBM Masters Fellowships to 3 SUBR students totaling \$48,000. SU received more fellowships than and other HBCU.  
[https://www.research.ibm.com/university/awards/masters\\_fellowship\\_awardees.html](https://www.research.ibm.com/university/awards/masters_fellowship_awardees.html)

### **COURSES AND LECTURES TAUGHT/PRESENTED**

**Adjunct Professor, Marketing and Management. Southern University Baton Rouge – College of Business (September 2020 – Present).** Courses Taught:

- **Principles of Management:** MGMT 300B-03 (Undergraduate)
- **Internet of Things:** IBM Skills Academy Credential Course (Undergraduate and Graduate)
- **Production Management:** MGMT 310B-01 (Undergraduate)
- **Information Systems Management:** MGMT 515B-01 (Graduate)
- **Information Systems Management:** MGMT 515B-02 (Graduate)
- **Management Information Systems:** MGMT 305B-02 (Undergraduate)
- **Data Science:** IBM Skills Academy Credential Course (Undergraduate and Graduate)
- **Enterprise Design Thinking:** IBM Academic Initiative Credential Course (Undergraduate; Graduate; SU Law Center)
- **Design Essentials for Artificial Intelligence:** IBM Academic Initiative Credential Course (Undergraduate, Graduate, SU Law Center)
- **Data Science Foundations 101:** IBM Academic Initiative Credential Course (Undergraduate; Graduate; SU Law Center)
- **Big Data Foundations:** IBM Academic Initiative Credential Course (Undergraduate; Graduate; SU Law Center)

**Director, SU System Virtual IBM Skills Academy Boot Camp (Undergraduate; Graduate; SU Law Center). Southern University System (December 2020).**

- Trained nine SUBR and SUNO faculty and staff on IBM Skills Academy offerings for one week in preparation for 2 week SU System Boot camp.
- Trained 50 undergraduate and graduate students in the following areas:
  - **Artificial Intelligence:** IBM Skills Academy Credential Course (Undergraduate; Graduate; SU Law Center).
  - **Data Science:** IBM Skills Academy Credential Course (Undergraduate and Graduate; SU Law Center)
  - **Internet of Things:** IBM Skills Academy Credential Course (Undergraduate and Graduate; SU Law Center)
  - **Enterprise Design Thinking:** IBM Academic Initiative Credential Course (Undergraduate; Graduate; SU Law Center)
  - **Design Essentials for Artificial Intelligence:** IBM Academic Initiative Credential Course (Undergraduate, Graduate, SU Law Center)

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- **Data Science Foundations 101:** IBM Academic Initiative Credential Course (Undergraduate; Graduate; SU Law Center)
- **Big Data Foundations:** IBM Academic Initiative Credential Course (Undergraduate; Graduate; SU Law Center)

**Instructor, SUBR College of Business University Center for Economic and Entrepreneurial Development. Business and Entrepreneurship Advancement Program (BEAP) – Undergraduate, Graduate and Adult Learners. (June – July 2021)**

- Created ‘Technology for Entrepreneurs’ course titled ‘What the TECH is going on?’ for BEAP initiative (Week 6, Session 11 and 12).  
[https://www.canva.com/design/DAEkYO0r360/XeO8167jyjnhv3Vpu7ebA/view?utm\\_content=DAEkYO0r360&utm\\_campaign=designshare&utm\\_medium=link&utm\\_source=publishpressent](https://www.canva.com/design/DAEkYO0r360/XeO8167jyjnhv3Vpu7ebA/view?utm_content=DAEkYO0r360&utm_campaign=designshare&utm_medium=link&utm_source=publishpressent)
- Introduced and awarded IBM Design Thinking digital credentials to class participants.
- Introduced additional learning platforms including Skillsbuild, Hubspot Academy and Grow with Google, Coursera to further engagement certification and micro credential attainment.

**Instructor, Management Information Systems (Undergraduate and Graduate) Southern University Baton Rouge – College of Business. (Fall 2021 – Present)**

- Confirmed Instructor for Management Information Systems. Courses will resume in the fall of 2021 and spring of 2022. Digital credentials in Design Thinking, Data Science and other areas will also be available to students who participate in the course.

**Lecturer, Tax and Nonprofit Status Workshops (Graduate and Adult Learners). Southern University System (January – May 2021; Monthly Sessions)**

- Developed course on Tax and Nonprofit status attainment/maintenance for graduates.
- Provided consulting that helped participants incorporate and secure nonprofit status.

**Lecturer, Enterprise Design Thinking. Southern University, Leroy Roquemore Computer Science Symposium. (March 19, 2021)**

- Coached Faculty and students on ways to access and complete the IBM Enterprise Design Thinking. Badges/micro certifications were awarded upon course completion.

**Lecturer, IBM Global University Programs. Southern University at New Orleans College of Business and Information Systems Convocation (March 23 – 24, 2021).**

- Introduced IBM Global University Programs to faculty, staff and students in the college. Demonstrated how to access lectures, courses, technology assets on the platform for ongoing support and usage. This included badges/micro certifications and software.

**Lecturer, IBM Global University Programs. Southern University at Shreveport (June 1, 2021).**

- Introduced IBM Global University Programs to faculty and staff at Southern University – Shreveport. Conducted workshop on the lectures, courses, technology assets on the platform for ongoing support and usage. This included badges/micro certifications and access to software tools of relevance to the existing curriculum.

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### **GRANTS AND ACADEMIC AWARDS**

**Minority Business Development Center for Southern University** (led by the Southern University Law Center). 5 year grant totaling \$1,875,000 (\$375,000 per year). **Co-Principal Investigator (Co-PI)**. 2021 – 2026

**Business Entrepreneurship and Advance Program (BEAP)** sponsored by the EDA Center for Economic and Entrepreneurial Development. Created Top Technology for Entrepreneurs Module that will evolve into a new course. 2 year grant totaling \$300,000 (\$150,000 per year). **Co-Principal Investigator (Co-PI)**. <http://www.subruniversitycenter.org/>. 2020 – 2022

**Cyber-Tip** grant awarded in spring 2021 to the Southern University System received \$205,519 from the Cybersecurity Education Management Council (CEMC) Fund. Additional award received in 2022. **Co-Principal Investigator (Co-PI)**. 2021 – 2023

### **UNIVERSITY COMPETITION AND CHALLENGE AWARDS**

**Metamucil HBCU Challenge**. Southern University 1<sup>st</sup> place finish in 2019, 2021 and 2022. These awards were based on SU System stakeholder registrations. The awards were \$10,000 for 2019 and 2021 totaling \$20,000. The 2022 award totaled \$30,000. **Key Contributor** <https://www.youtube.com/watch?v=ZNPLDnbOiEU>. 2019 and 2021.

**Home Depot Retool Your School (RYS) HBCU Challenge**.

- Southern University - Baton Rouge Top Three Finish in 2019, 2020 and 2021. Top 4 finisher in 2022. 2019 award was \$30,000. 2020 award was \$50,000. 2021 award was \$40,000. \$2022 award was \$30,000 (totaling \$150,000). The awards were used at the SUBR Cade Library and to place student collaboration stations on the Bluff and around Lake Kernan. **Key Contributor**. <https://corporate.homedepot.com/newsroom/retool-your-school-2021-winners>. 2019 – 2021.  
<https://corporate.homedepot.com/news/foundation-and-community/30-winners-2022-retool-your-school-campus-improvement-grants>
- Southern University – Shreveport Top Ten Finish in 2021. 2021 award was \$20,000. **Key Contributor** (See link above). 2021

### **REFEREED JOURNAL, BOOK AND INDUSTRY MAGAZINE PUBLICATIONS**

- **Ali A.<sup>1</sup>, Warren, D.V.<sup>2</sup>, Mathiassen, L.<sup>3</sup>** (2017). Cloud-based business services innovation: A risk management model. *International Journal of Information Management*, 37(6), 639-649. <https://isiarticles.com/bundles/Article/pre/pdf/83187.pdf>
- **Warren, D. V.** (2019). Digital Member Network Implementation and Coproduction: An Investigation of an Alumni Association Network. Over 133 downloads; 322 abstract view and 642 social media shares, likes and comments. [https://scholarworks.gsu.edu/bus\\_admin\\_diss/119/](https://scholarworks.gsu.edu/bus_admin_diss/119/)



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**Non-REFEREED JOURNAL, BOOK AND INDUSTRY MAGAZINE PUBLICATIONS**

- **Warren, D.V.** (2022). Foreword Author. The HBCU Experience: Southern University 2<sup>nd</sup> Edition, 2022 <https://www.thehbcuexperiencemovement.com/the-hbcu-experience-the-southern-university-system-2nd-edition/>
- **Warren, D.V.** (2021). Expert Author. The HBCU Experience: Southern University Edition, 2021. <https://www.thehbcuexperiencemovement.com/the-hbcu-experience-the-southern-university-system-edition/>
- **Warren, D.V.** (2020, 2017 Editions). Editor. Introductory Book Section. Southern University Alumni Federation Directory
- **Warren, D. V.** (2022). Editor. Southern University Alumni Oral History Project (In Process)
- **Warren, D.V.** (2003) IBM on Demand Thinking Ad Series. CIO Magazine, Forbes Magazine, Time Magazine, Business Week Magazine Wall Street Journal. [https://books.google.com/books?id=rAkAAAAAMBAJ&pg=PA20&lpg=PA20&dq=Derrick+Warren+-+IBM&source=bl&ots=2CQ3dHHiHu&sig=ACfU3U2Ela72UsEwXcrTkBCYN2\\_Y6WihA&hl=en&sa=X&ved=2ahUKEwiwiaDzyuvxAhVfAp0JHdXrBg4Q6AEwEnoECBEQAw#v=onepage&q=Derrick%20Warren%20-%20IBM&f=false](https://books.google.com/books?id=rAkAAAAAMBAJ&pg=PA20&lpg=PA20&dq=Derrick+Warren+-+IBM&source=bl&ots=2CQ3dHHiHu&sig=ACfU3U2Ela72UsEwXcrTkBCYN2_Y6WihA&hl=en&sa=X&ved=2ahUKEwiwiaDzyuvxAhVfAp0JHdXrBg4Q6AEwEnoECBEQAw#v=onepage&q=Derrick%20Warren%20-%20IBM&f=false)
- **Warren, D.V.** (2005) Consulting for Engineers. National Society of Black Engineers (NSBE). <https://www.google.com/books/edition/NSBE/4khQAAAAYAAJ?hl=en&gbpv=1&bsq=Derrick+Warren+-+IBM&dq=Derrick+Warren+-+IBM&printsec=frontcover>

**HONORS AWARDS AND RECOGNITION**

- National Alumni Director of the Year (September 2018). National Black College Alumni Hall of Fame (NBCHOF). [https://www.southerndigest.com/article\\_47918c72-c07d-11e8-8760-b34c705f1a31.html](https://www.southerndigest.com/article_47918c72-c07d-11e8-8760-b34c705f1a31.html)
- President’s Award (2018, 2019). SOUTHERN UNIVERSITY ALUMNI FEDERATION
- Distinguished Service Award (MARCH 2018). SOUTHERN UNIVERSITY ALUMNI FEDERATION. LAFAYETTE, CHAPTER. LAFAYETTE, LA.
- Excellence in Leadership Award (2017). The Home Chapter of Southern University Alumni Federation
- Jaguar Foundation of Atlanta ‘Man of the Year – Technology’. (August 2014). Commerce Club, Atlanta, Ga.
- Lifetime Professional and Public Service Achievement Award. IRFR. (July 2019). New Orleans, La.
- IBM Golden Circle (Top Company Award – 2004)
- IBM Hundred Percent Club
- National Society of Black Engineers Recognition (2005). Region III Regional Conference. Atlanta

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- Commencement Speaker, Southern University at Baton Rouge. Fall 2011. Baton Rouge, La.
- National, Regional, State and Chapter Brother of the Year. (1981-82). Alpha Phi Alpha Fraternity, Inc. (National award presented at the Los Angeles National Convention.
- STUDENT GOVERNMENT ASSOCIATION (SGA) PRESIDENT. SOUTHERN UNIVERSITY – BATON ROUGE
- SGA JUNIOR CLASS PRESIDENT – SOUTHERN UNIVERSITY – BATON ROUGE
- HBCU EXECUTIVE ORDER INITIAL SIGNING. INVITED TO THE WHITE HOUSE BY PRESIDENT RONALD REAGAN.

**PROFESSIONAL AFFILIATIONS**

- Southern University College of Business Advisory Council
- Southern University College of Business MBA Advisory Board
- Southern University Alumni Federation, Life Member and Diamond Life Donor
- Southern University Human Jukebox Association, Life Member
- Alpha Phi Alpha Fraternity, Incorporated Life Member
- Kappa Psi Band Honorary Fraternity
- Kappa Phi Kappa Honorary Education Fraternity
- John G. Lewis Masonic Lodge
- 100 Black Men of Metro Baton Rouge
- SOUTHERN UNIVERSITY\_System Foundation 1880 Society Founding Member (2014 – Present)

**RESEARCH INTERESTS**

- Alumni Engagement and Satisfaction
- Information Technology Adoption and Coproduction
- Education Pedagogy Innovation
- Data Science and Analytics
- Cybersecurity for Business
- Technology Pedagogy for Nontechnical learners
- Artificial Intelligence, Machine Learning and Deep Learning
- Entrepreneurship
- Technology for Business Majors and Owners
- Student recruitment, retention and reclamation



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**CONFERENCE PAPERS, HEARINGS, MEDIA INTERVIEWS AND INVITED PRESENTATIONS**

- *Level-up! Using Digital Credentials for Accelerated Learning and Skill Gap Closure*. Mentor and Invited Speaker. American Association of Colleges & Universities Institute – August and October 2022. <https://www.aacu.org/people/derrick-warren>
- *The Future of Work and the Implications for Higher Education*. Mentor and Invited Speaker. American Association of Colleges & Universities Institute – August and October 2022. <https://www.aacu.org/people/derrick-warren>
- *Impact of Loan Forgiveness*. Expert Speaker. WAFB Channel 9 Interview. August 2022 <https://www.wafb.com/2022/08/24/borrowers-react-partial-student-loan-debt-forgiveness/>
- *Near or Far: The Importance of Digital Credentials*. Southern University Study Abroad Program. Invited Speaker. Kwame Nkrumah University of Science and Engineering (KNUST). Kumasi, Ghana. June 2022.
- *Fortune 500 Company to train Southern University Students in Cybersecurity Media Interview*. Expert Speaker – University Lead. Baton Rouge. May 2022 <https://www.brproud.com/news/local-news/fortune-500-company-to-train-southern-university-students-in-cybersecurity/>
- *Implementing the IBM Skills Academy at Southern University*. Invited Speaker. IBM Light the Fire Monthly Call. January 2022
- *IBM Academic Initiative Lessons Learned*. Invited Speaker. - IBM Global University Relations Monthly Call - Naguib Attia – Vice President and Host. June 2021
- *A Year in Review*. Speaker. Southern University Alumni Federation – Virtual Leadership Summit.
- *Why Southern University? Why Not?* Invited Speaker. Southern University Alumni Federation – Houston Chapter Scholarship Event. June 2021
- *IBM Extends HBCU Initiatives Through New Industry Collaborations Interview*. Expert Speaker – University Lead. May 2021. <https://newsroom.ibm.com/2021-05-07-IBM-Extends-HBCU-Initiatives-Through-New-Industry-Collaborations>
- *MBA Strategic and Tactical Plan*. Southern University College of Business Strategic Planning Session. April 2021
- *IBM Academic Initiative*. Invited Speaker. SU at Shreveport Academic Affairs Meeting. April 2021
- *Digital Credentialing*. Invited Speaker. Southern University – New Orleans Virtual College of Business Assembly and Town Hall. March 22 – 23, 2021
- *Why Southern University? Why Not? Digital Credentialing*. Invited Speaker. California Community College Recruiting Series. March 2021
- *BSTEA<sup>2</sup>M: Business.Science.Technology.Engineering.Agriculture/Art.Math: Bridging the technology divide with engaged scholarship and corporate partnerships*. Leroy Roquemore Symposium. March 2021
- *IBM Academic Initiative: Digital Credentialing*. Invited Speaker. Southern University College of Business Faculty Convocation. January 2021
- *Introductory Book Section*. Southern University Alumni Federation Directory. 2017 and 2020
- *Senior Talk with Clara Hubbard*. Radio Interview and Invited Panelist. November 2020

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- *International Communications and Cultural Dynamics: Jack Talks with Jamie Humphries @ SFASU*, Texas A&M – Stephen F. Austin University. October 2020
- *Now is Our Time Financing Our Future: How HBCU Investment Spurs America's Greatness*. Congressional Black Caucus Foundation Panel Discussion. September 2020. Replay <https://www.youtube.com/watch?v=-ehFMN1OQkc&t=942s>
- *Giving Back Through IBM Global University Programs*. IBM Black Community Town Hall Keynote. Zoom Video Conference. September 23, 2021
- *IBM Education and Industry Impact*. Congressional Black Caucus Foundation: White House Initiative on HBCUs Panel: September 21, 2020
- *IBM Global University Programs, Academic Initiative and Skills Academy*.
  - Invited Speaker. DXC Team Meeting. August 2020
  - Invited Speaker. SU Law Center. August 2020
  - Invited Speaker. SU Ag Center. August 2020
- *Greater is Coming. Back To School Scholarship Program*. Bastrop, La. September 2019
- *Back to the Future. Back To School Youth Worship and Awards Day, Pineville, La. August 2017*
- *IBM and SJM Holdings: Playing to Win with Next Best Actions*. Macau, China. July 2014
- *Cloud Based Business Services Innovation: A Risk Model*. Engaged Management Symposium. Paris Dauphine University, Paris France. September 2016. <https://executive-doctorate.dauphine.fr/details-dune-actualite/article/6e-conference-internationale-engaged-management-scholarship-ems.html>
- *We Are Southern. Southern University Founder's Day Luncheon*. Invited Speaker. SUAF Lafayette Chapter. Lafayette, La. March 2017
- *IBM and Galaxy: Playing to Win*. Galaxy Headquarters. Macau, China. September 2014
- *Global Technology Services – Offering Management Development Transformation*. Huawei Global Headquarters. Shenzhen, Peoples Republic of China. July 2014
- *IBM Customer Experience Lab: An Introduction*. IBM – SJM Client Meeting. Hong Kong, China. July 2014
- *SJM Macau Customer Journey Map*. Sociedade de Jogos de Macau, S.A. (SJM) Headquarters. Hong Kong, China; Macau, China. July 2014
- *Information Communications Technology (ICT) Trends: Point of View: Ubiquitous Connectivity*. Huawei Global Headquarters. Shenzhen, Peoples Republic of China. May 2014
- *Integrated Product Delivery (IPD) Post Assessment*. Huawei Global Headquarters, Shenzhen, Peoples Republic of China. December 2013
- *IBM Global Delivery*. Huawei Global Headquarters, Shenzhen, Peoples Republic of China. February 2013
- *Project Orion Global Governance and Compliance: A Model Discussion*. Astellas Headquarters. Chicago, Illinois. October 2012
- *Life Sciences Imperatives Conversation*. IBM- Astellas Meeting Astellas Headquarters. Chicago, Illinois. October 2012
- *IBM – Astellas Innovation Discovery and Final Presentations*. Astellas European Headquarters. London, England. October 2012

**DR. DERRICK V. WARREN**  
**ASSOCIATE DEAN – MBA AND DIRECTOR OF GRADUATE PROGRAMS**  
**SOUTHERN UNIVERSITY AND A&M COLLEGE**

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- IBM – Astellas Overview and Asia Pacific Governance Presentation. Astellas Japan Headquarters. Tokyo, Japan. September 2012
- IBM Managed Storage Solution. Dow Chemical Headquarters. Midland, Michigan. September 2012
- Let's Build a Smarter Planet. USF EMBA Grand Challenge. University of South Florida Executive MBA Monthly Lecture Series. Tampa, Florida. July 2011
- Platform Infrastructure Delivery Optimization. Global Technology Services Dow Chemical Headquarters. Midland, Michigan. June 2011
- IBM@Dow Infrastructure Delivery Optimization: Dow Chemical Headquarters. Midland, Michigan. May 2011
- IBM Client Financial and Innovation Models. Dow Chemical Headquarters. Midland, Michigan. March 2011
- Sales Solution and Value Transformation (SSVT) Model. Global Technology Services North America IOT, Quarterly Managers IOT Meeting. September 2010
- Increasing Value, Effectiveness and Efficiency. Global Technology Services North America IOT, Quarterly Managers IOT Meeting. May 2010
- MTN Group and MTN Nigeria 2010 Framework. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa. January 2010
- IBM@MTN Executive Company Board Presentation. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa. September 2009
- MTN Group Delivery Readiness. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa. August 2009
- MTN Nigeria Delivery Readiness. Mobile Telephone Networks (MTN) Briefing. Lagos, Nigeria. August 2009
- Roles and responsibilities: BIL-BAM-SDM-BLI-BDM. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa. June 2009
- IBM@MTN Stakeholder Mapping and Value Creation. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa. March 2009
- Critical Factors in the Strategic Development of Project Management. International Project Management Forum. Hong Kong, China. September 2006
- IBM Asia Pacific: Project Executive Competency: Seoul, South Korea. June 2006
- IBM Asia Pacific: Project Executive Competency, a Strategic Management Approach. IBM South Korea Client Innovation Forum: JeJu Island, South Korea. June 2006
- IBM Asia Pacific: Project Executive Competency, A Strategic Management Approach. IBM Taiwan Executive Conference. Taipei, Taiwan. December 2006
- The Importance of Historically Black Colleges and Universities. Department of Labor, Health and Human Services Committee Hearings. Washington, DC. September 2003  
[https://www.google.com/books/edition/Departments\\_of\\_Labor\\_Health\\_and\\_Human\\_Se/3Ab9LFCUTIkC?hl=en&gbpv=1&dq=Derrick+Warren+-+IBM&pg=PA715&printsec=frontcover](https://www.google.com/books/edition/Departments_of_Labor_Health_and_Human_Se/3Ab9LFCUTIkC?hl=en&gbpv=1&dq=Derrick+Warren+-+IBM&pg=PA715&printsec=frontcover)

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**BOARDS, COUNCILS AND COMMITTEES – SOUTHERN UNIVERSITY**

- LOUISIANA COMPUTER SCIENCE EDUCATION ADVISORY COMMISSION (2022 – PRESENT)
- College of Business MBA Advisory Board (2021 – Present)
- College of Business Advisory Council (2021 – Present)
- Graduate Faculty Council (2021 – Present)
- ‘Don’t Wait, Vaccinate’ Committee (2021)
- Coronavirus Taskforce (2020 – Present)
- Doctor of Nursing Practice (DNP) Advisory Committee (2020 – Present)
- Alumni Tech Team – 2018 - Present
- Southern University Alumni Federation Executive Board (2016 – Present)
- Alumni Federation Executive Council (2016 – Present)
- System Foundation Board (2016 – Present)
- Homecoming Committee (2016 – Present)
- Graduation Committee (2016 – Present)
- Spring fest Committee (2016 – Present)
- Founder’s Day Committee (2016 – Present)
- Bayou Classic Committee (2016 – Present)
- SU Day at the Capitol (2016 – Present)
- HBCU Day at the Capitol (2019 – Present)
- Vice Chancellor of Student Affairs Search Committee (2018)
- ‘SU Votes’ Committee (2016 – Present)

**BOARDS, COUNCILS AND COMMITTEES – OTHER**

- HBCU Quantum Coalition – SUS Member (2020 – Present)
- South Big Data Hub’s Education and Workforce Working Group (2020 – Present); Georgia Tech
- IBM Louisiana Stakeholder Working Group (2019 – Present)
- Scotlandville Advisory Committee – 2018 – Present
- The Leading Niche Board of Directors (2016 – 2017)
- Thurgood Marshall Scholarship Fund Technology Committee – (2003 – 2006)
- IBM Technology Leadership Team (2000 – 2015)

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**PROFESSIONAL SUMMARY**

**Large, Complex Program Leadership | Analytics Advocate | Educational Excellence | Technology Transformation**

Engaged Scholarship Enthusiast, Blockchain and Cryptography Advocate, Business, Science, Technology, Engineering and Math (STEM) Evangelist, Corporate and Alumni Relations Ambassador, Business Researcher, IT Consulting Partner, Account Executive having led teams across Africa, America, Asia Pacific and Europe. Skilled in executing creative solutions that make the “complex, simple” across technical and cultural dimensions. Additional Competencies include:

**Data Science & Analytics | Business Research | Blockchain | Cybersecurity | Artificial Intelligence | Design Thinking | The Internet of Things (IoT) | Financial Planning | Delivery Excellence | Business Optimization | Client Satisfaction | Stakeholder Management | Integrated Product Development | Cloud Sales and Solutions | Large Account Leadership | Organizational Change Management | Strategic Governance | Technology Trends and Implementation**

**VALUE ADDED ACHIEVEMENTS AND PROFESSIONAL EXPERIENCE:**

**Interim Associate Dean and MBA Director – Southern University College of Business – Southern University System – BATON ROUGE, LOUISIANA: 2/2021 - Present**

***As Interim Associate Dean and MBA Director, I collaborate with faculty, staff, students and administration to advance the college of business and specifically the MBA Program at Southern University Baton Rouge.***

- As IBM Single Point of Contact, led the training efforts of 25 Faculty and over 500 students resulting digital credentials and micro-certifications in Artificial Intelligence, Blockchain, Cloud Computing, Cybersecurity, Data Science, Design Thinking, Internet of Things and Quantum Computing
- Helped secure \$15,744,000 in technology assets including SPSS Modeler, iLog Optimizer and i2 Analytics across the Southern University System. These tools are key for student and faculty research and analytics training.
- Worked with faculty and students in capturing 3 IBM HBCU Masters Fellowship Awards totally \$48,000.
- Coach Interdisciplinary Team of SU students to a 3<sup>rd</sup> place finish in the NBA TMCF ‘Innovate the Future’ Challenge – 2021
- Co-Principal on CEMC Fund Grant (Cybersecurity) that received \$205,519. This grant will help deliver Cybersecurity education to SU student and underserved communities.

**Executive Director – Southern University Alumni Federation (SUAF) and Director of Alumni Affairs (SUAA) – Southern University System – BATON ROUGE, SHREVEPORT and NEW ORLEANS, LOUISIANA: 7/2016 - Present**

***In the dual role of Director of Alumni Affairs and Executive Director of the SUAF, I drive alumni engagement, strengthen relationships, modernize current operational platforms and create lifelong***

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*supporters of the Southern University System.* <https://thedrumnewspaper.info/meet-derrick-warren-the-new-suaf-executive-director/>

- Implemented Association Management System which included new website functionality, app, and career services center and education partnership. Key outcome was membership growth of over 75%.
- Program Managed Alumni House Renovation and House Technology Updates. Fall – spring 2017 – 2018 (\$100,000 Project).
- Published 2 Alumni Directories (2016 and 2020); SU Oral History Project in Progress
- Part of Team that Created SU 40 under Forty Awards recognizing high achieving alumni from around the world. Three Cohorts currently announced. 2018 – 2021.
- Led the resolution of 16 year tax liability (2005 – 2021) resulting in the mitigation of over \$46,000 in tax debt and removal of liens. Put in place Accounting Software (QuickBooks), retained Tax Accountant and Auditor to ensure ongoing future compliance.
- Helped increase SUAF membership by over ~30% and active chapters by over 5% in 5 years as Executive Director
- Reactivated and Re-Branded the SUAF/SUAA Student Alumni Association (The 41 Club)
- Worked with SUAF Executive Board to create new membership campaigns and membership kit
- Redesigned and Relaunched Alumni Magazine in hardcopy and digital format

**Chairman – Universal Decentralized Asset Platform (UDAP) Foundation - SINGAPORE: 3/2017 - Present**

*As Chairman of the UDAP Foundation, I nurture, harvest and grow the community ecosystem in support of the UDAP mission of “Tokenizing Everything”. UDAP is a blockchain middleware for non-currency asset lifecycle management. UDAP reduces the cost of building asset oriented applications.*

<https://www.udap.io/>

- Established UDAP Foundation Business and Marketing Plan yielding community growth and exposure globally
- Worked with UDAP Founders and Development Team to establish online and social media presence
- Foundation memberships on Facebook, Instagram, Twitter, Telegram, LinkedIn, Twitter, YouTube, Reddit and Medium. Combined communities total thousands of followers
- Secured four Advisers with diverse skills across information technology, business, and crypto and education industries
- Expanded UDAP partnerships and alliances with complementary organizations in North America and Asia

**PRESIDENT – Pinnacle Software Solutions – ATLANTA, GEORGIA: 10/2015 – 5/2016**

*As Pinnacle President, I provided leadership direction and clear sense of purpose to Pinnacle Software existing team, partners and stakeholders while working with the Board on company relevance and future Transformation Programs.*



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- Worked with Pinnacle Team to position future opportunities and strategies for growth
- Enhanced Pinnacle's culture, vision and key goals through the identification and sharing of leading software firm practices
- Analyzed the existing client base and current contracts to ensure effective operations, delivery, and positive client satisfaction
- Identified and helped establish alliances and partnerships with other organizations

**VP and PARTNER - STRATEGY and ANALYTICS, GLOBAL BUSINESS SERVICES (GBS) - SHENZHEN, CHINA: 1/2013 – 2/2015**

***Strategy and Analytics Engagement Partner providing Integrated Product Development (IPD), Services Transformation, Knowledge Management and Sharing, Program Cost Management, Open Source expertise and leading practices which resulted in bottom line year to year growth and the development of new revenue streams for the client.***

- Led team of consultants, subject matter experts and architects in designing and deploying Strategy, Analytics, Services Transformation, Cloud, Social and Open Source engagements contributing several million dollars in Client and IBM signings, profit and revenue growth
- Taught and Implemented Leading Practices on Integrated Product Development including design, development, deployment, and optimization; Governance, roles and responsibilities for Integrated Product Development Teams (IPMTs) with strengthened accountability systems put in place; Drove service product enablement at the Global, Regional and Country level
- Educated key client Executives and Leaders on Portfolio, Platform, Pipeline and Market Management leading practices which contributed toward the introduction of new offerings and business growth
- Created Industry Journey Map for Macau Based entertainment companies sharing data analytics and next best action tools that transformed current state into a modernized future state

**VP and SENIOR GLOBAL PROGRAM EXECUTIVE, GLOBAL TECHNOLOGY SERVICES (GTS) - NORTH AMERICA/UK/JAPAN and additional worldwide locations: 1/2011 – 12/2012**

***Led Account Team for Global Industrial Sector client and Life Sciences Engagement providing Network, Platform, Field and Project Services, Service Desk, Workstation/Software Packaging, Voice Optimization and Business Continuity and Resiliency Services***

- Improved Client Satisfaction year to year and achieved perfect 10 in company survey
- Negotiated and closed five year \$70M Storage Optimization/Cloud Storage agreement and first Cloud deal within sector valued at approximately \$2M TCV
- Generated over \$33 Million in base growth revenue

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- Helped team secure finalist selection and eventual signing of Global Life Sciences client operating across three geographies
- Delivered / Transformed infrastructure and project services resulting in over 16 Million in YTY savings

**VP – GTS STRATEGIC OUTSOURCING (SO) SALES – NORTH AMERICA: 6/2010 – 12/2010**

***SO Sales and Sales Solution and Value Transformation (SSVT) leader for IBM GTS North America. Part of globally integrated team responsible for revitalizing our client value proposition, facilitating the Integration of SO and ITS Offering Management as well as enabling more efficient/effective client engagements.***

- Contributed to IBM's top line business objectives of revenue and profit by enabling 28 key pilot deal teams; These deals were won or down-selected totaling over \$1.5B of TCW
- Personally, led SSVT Training and Offering Education sessions for over 1000 IBM GTS Sales professionals across the US and Canada ensuring methodology adoption and implementation
- Created and Balanced Scorecard and worked with Client Solution Executives (CSEs), Business Development Executives (BDEs), Project/Delivery Executives, Deal Hub and other support personnel to create reusable assets and components in support of business standardization, simplification and value creation

**VP and SENIOR GLOBAL PROJECT EXECUTIVE (PE) – JOHANNESBURG, SOUTH AFRICA: 3/2009 – 6/2010**

***Client relationship and account management leader for IBM Infrastructure and Application Maintenance Services for one of Africa's Largest Mobile Telephone Operators with over 100 Million subscribers across Africa and the Middle East.***

- Championed operational excellence, delivery effectiveness/efficiency, strong account health, audit/controls compliance, high client satisfaction across the IBM account relationship
- Exceeded Account Revenue target by \$15.8M and drove signings up over 300% YTY (highest in SS Africa)
- Implemented a Billing Center of Excellence and Technical Review Board (TRB) improving accuracy

**VP – CLIENT SERVICES and PROJECT EXECUTIVE COMPETENCY - ASIA PACIFIC: 3/2006 – 2/2009**

***Profit & Loss Leader for Asia Pacific (AP) Strategic Outsourcing (SO) Accounts driving double-digit revenue and profit growth across 16 countries including Australia, Brunei, China, Hong Kong, India,***



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***Indonesia, Japan, Korea, Malaysia, New Zealand, Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam***

- Drove positive double digit account revenue, profit and signings growth for nine consecutive quarters with marked improvement in Client Satisfaction across geography
- Mitigated millions in base account erosion through innovation and value add program implementation
- Established PE Competency in geography and increased certifications by 4X

**IBM VICE PRESIDENT – CLIENT SERVICES and PROJECT EXECUTIVE COMPETENCY, ASIA PACIFIC, Tokyo, Japan and Shanghai, PRC (2006 - 2009)**

*Profit & Loss Leader for Asia Pacific Strategic Outsourcing Accounts driving double digit revenue and profit across Asia Pacific region and restoring Japan growth. Also established and led skills development and PE Enablement initiatives across 16 countries including Australia, Brunei, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam.*

- Drove positive double digit account revenue growth for 9 consecutive quarters (over 52% YTY)
- Increased Gross Profit margins and market share double digit across Integrated marketing Teams (IMTs)
- Drove higher signings (double digit)
- Marked improvement in Client Satisfaction across geography
- Mitigated millions in base account erosion through innovation and value add program implementation
- Improved Troubled/At-risk Accounts YTY and established management system to prevent reoccurrence
- 4X increase in certifications across the Project Executive competency
- Led Technical Resources Program increasing the number and diversity of technical talent across the region through focused initiatives designed for retention and skill development

**IBM VICE PRESIDENT and GLOBAL RELATIONSHIP PARTNER, Large Distribution Sector Client, Parsippany, NJ/New York, NY (2004 -2006)**

*Managed, rejuvenated and turned around financially challenged contract from underperforming/negative to overachieving/positive.*

- Collaborated with client and IBM Team addressing key Financial Challenges and improved Client Financials from negative \$31 Million to positive \$13 million

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- Captured significant new business including a \$50 million TCV Business Continuity and Resiliency Services contract, Multi-million High-End Web Development Deal and Travel Services Contracts
- Improved Client Satisfaction year to year by 1.5 points
- Enhanced Service Delivery in all contract areas thus improving overall tone of account and relationship
- Increased C-Suite references on account from One to Four
- Championed Service Delivery Excellence Initiatives enabling the team to meet or exceed key service level agreements
- Implemented “Spirit” Campaign yielding morale improvements, business impact reduction, employee/client teaming and recognition
- Dramatically improved communications through Monthly Line Management Calls, Client Speaker Series, webcasts, Team Fusion Event and executive interviews across the Project Office, Service Delivery, Finance Teams and client business units; This strengthened the relationship, brought additional clarity around joint alliance objectives and addressed key client pain points.

**IBM SENIOR PROJECT EXECUTIVE – Large Retail Client, Duluth, Georgia (2001 – 2004)**

*Delivered innovation, value and rapid growth for client and IBM introducing new services that helped fuel year to year business success.*

- Collaborated with client to develop extensive cost takeout strategy netting over \$10 million in YTY savings
- Over achieved financial targets for three consecutive years through base growth and the addition of value added services
- Exceeded 2001, 2002 and 2003 externally administered customer satisfaction objectives receiving client evaluated perfect “10” ratings each year
- Leveraged industry knowledge and helped client establish Merchandising and Advertising Initiatives using IBM Research, Business Partners and Institute for Business Value
- Ensured client audit readiness by achieving an “A” rating (highest) on Internal and External Audits
- Developed client Alliance (Set/Met) objectives which focused on stability , high availability and innovative solution delivery
- Established Architecture Leadership Committee which created a “One Team” View of the client enterprise
- Secured client's commitment to serve as one of the IBM Strategy and Change Organizations' first retail Business Value Alliance members
- Championed Service Delivery Excellence Initiatives exceeding all service level agreements

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- Created concept for and implementation of IBM Client Project Dashboard which allows for accurate tracking and status reporting of key projects and proposals for Sr. Executives and CIO
- Led IBM/client operations through three of its most stable IT holiday periods in company history.

**IBM DIRECTOR – e-BUSINESS – SERVICE DELIVERY CENTER - WEST, Boulder, Colorado (2000 – 2001)**

*Thought leader for e-business team delivering Universal Server Farm (USF) management, architecture, account management, transition, middleware integration, help desk, database, networking services to Fortune 500 companies in Boulder, CO, Columbus, OH, San Paolo, Brazil, Mexico City, Mexico, and Buenos Ares, Argentina.*

- Drove 300% YTY customer account growth., 400% YTY server growth, and 900% YTY URL growth
- Led team in developing an enhanced 24 by 7 support model yielding improved site mean time to recover
- Facilitated major switch transition and related hardware/software upgrades significantly enhancing USF infrastructure, heightening availability, reliability, and serviceability
- Created numerous “Best Practices Initiatives” for IBM and clients that refocused new services and contributed to business growth and effectiveness
- Ensured Service level attainment across enterprise with many accounts experiencing 100% availability
- Established an SDC-West Speed Team reducing cost, cycle time, and improved quality of service

**VARIOUS PROJECT EXECUTIVE, MANAGEMENT and LEADERSHIP ROLES, Columbus, OH, Washington, DC, Lexington, KY, Sterling Forest, NY, Somers, NY, Tampa, FL (1983 – 1999)**

*Proven innovative Leader with the ability to drive growth, lead transformation, develop new business and translate ideas into results*

- Led talented and diverse team of e-business professionals in stabilizing, upgrading, migrating and relaunching site in preparation for holiday season. This included building new systems/network facilities and expanding existing facilities with new technology
- Results yielded 4X improvement in hits, visits, page views, as well as a 2X improvement in conversion rates. Online store revenues increased 5X (500%) while still exceeding SLA objectives
- Implemented client solution ahead of schedule (implemented in 12 days). Once launched, site remained 100% available.
- Established Project Office, led Contract Initiation and Financial Transition for large Financial Services client

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- Set invoice methodology and developed tracking vehicle to manage contract deliverables status
  - Transitioned key Mainframe and Distributed SMC disciplines (Change, Problem, Backup/Recovery, Operations, Request for Service)
  - Created client Balanced Scorecard which was reviewed monthly with key customer executives
  - Led successful transition of multi-million dollar Bank mainframe, network operations, midrange, help desk, and other key business services contract from national services vendor to IBM Global Services – South
  - Analyzed and created print recommendations for bank (which were accepted).
  - Worked directly with client application development teams to implement new software products and upgrade existing products, systems, and applications in support of Year 2000 activities.
  - Managed team of over 120 application development professionals in delivery of state of the art solutions utilizing object-oriented, client/server, Java, Internet, web and host-based technologies. Solutions developed in support of IBM's Year 2000 National Practice, Consulting Practices and services offerings.
  - Delivered over \$14 million dollars in cost savings to IBM through creative development initiatives
  - Increased patent registrations in the areas of year 2000 services development. Reduced expense exposures year to year by over half a million dollars.
  - Business Recovery Services Customer Support and Delivery Manager implementing planning and recovery services for over 3000 customers spanning all industries.
  - Effective and efficient management and support of hardware/software assets totaling over \$120,000,000.
  - Increased recovery service delivery customer satisfaction to an industry high rating of over 95% NSI.
  - Successfully recovered customers impacted by Hurricanes Luis, Opal, Emily, Andrew, the Midwest floods, and the 1994 LA earthquake.
  - Increased department morale index by 44 points from a rating of 56 to 100 (the highest in the corporation)
  - Implemented Service Delivery Cost Reduction Program that resulted in over \$2,100,000 in savings.
  - Assisted in announcement and roll-out of Networking Services headquarters relocation from US to England
  - Implemented IS Services Platform across all IBM Information Network processors and Rolm Systems.
  - Led implementation into US of MVS/Application System and VM/Application from England.
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**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**PERSONNEL COMMITTEE**

**August 24, 2023**

**Item K.2.**     **Grambling State University's** request for approval to appoint Mr. Brandon Logan as Vice President for University Advancement and Innovation effective July 1, 2023.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Mr. Brandon Logan as Vice President for University Advancement and Innovation effective July 1, 2023 at an annual salary of \$210,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University's request for approval to appoint Mr. Brandon Logan as Vice President for University Advancement and Innovation effective July 1, 2023.*

K.2.



Office of the President

August 1, 2023

**MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**SUBJECT: REQUEST FOR APPROVAL TO APPOINT MR. BRANDON LOGAN AS  
VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT AND INNOVATION  
EFFECTIVE JULY 1, 2023**

Grambling State University (GSU) respectfully requests approval to appoint Mr. Brandon Logan as Vice President for University Advancement and Innovation, effective July 1, 2023, at an annual salary of \$210,000.00.

Your favorable consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "RJ Gallot", is written over a horizontal line.

Richard J. Gallot, Jr., JD  
President

# Brandon Anthony Logan

Phone: (210) 380-5271  
E-mail: blogan1984@aol.com

4408 Pinehurst Mesa  
San Antonio, Texas 78247

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<b>Objective</b>	Align my skills, competence, and experience with opportunities that will improve business and community outcomes.	
<b>Education</b>	<b>Grambling State University,</b> <i>Master of Science:</i> <i>Sports Administration</i> GPA: 3.86 Total hours completed: 21	<b>Grambling, Louisiana</b>
	<b>Grambling State University,</b> <i>Bachelors of Science:</i> <i>Business Management</i> Graduated, December 2006 GPA: 3.68	<b>Grambling, Louisiana</b>
	<b>Harvard Business School</b> <i>Young American Leaders Program</i> 2019	<b>Boston, Massachusetts</b>
<b>Work Experience</b>	<b>Logan Insurance Services, LLC</b> <i>President/CEO</i> <i>Fall 2008 – Present</i> <ul style="list-style-type: none"><li>Contracted with various carriers to ensure best products are delivered to clients</li><li>Providing health and supplemental insurance products on a business and direct level</li><li>Primarily servicing the state of Texas, but administers business in 12 other states</li><li>2011 Football Sponsor for James Madison High School</li></ul>	<b>San Antonio, Texas</b>
	<b>Pubyourcard.com, LLC</b> <i>Fall 2009 – Fall 2011</i> <ul style="list-style-type: none"><li>Co-Founder and Managing Partner</li><li>Provides major marketing products and services for businesses</li></ul>	<b>San Antonio, Texas</b>
	<b>SRG Athletics</b> <i>President</i> <i>January 2012 – January 2018</i> <ul style="list-style-type: none"><li>Responsible for the company's strategy management, operational production, and expansion initiatives</li><li>Plan, develop, and implement company policies and goals</li><li>Direct and coordinate promotion of products/services performed to develop new markets, increase share of market, and obtain competitive position within industry</li><li>Confer with SRG Athletics personnel and review activity, operating, and sales reports to determine changes in programs or operations required</li><li>Facilitate periodic meeting with Genesis C&amp;C Executive Committee to evaluate company production and expansion initiative</li><li>Plan and develop industrial, labor and public relations policies designed to improve company image and relations with customers, employees, and public</li></ul>	<b>San Antonio, Texas</b>
	<b>Wheatley Heights Sports Complex</b> <i>President/CEO</i>	<b>San Antonio, Texas</b>

**November 2013 – *May 2014***

- Manage an amateur sports nonprofit organization



- Maintain effective systems of internal controls and written documentation to account for all receipts and expenditures of funds
- Communicate effectively with multiple audiences using a variety of formats
- Seek increased responsibility while remaining conscientious

**SRG Force Sports**

**San Antonio, Texas**

**Co-Founder**

**September 2013 – May 2018**

- 501(c)3 non-profit organization
- Provide quality, organized, and structured programs that will enhance the overall development of children and young adults through the power of sports
- Deliver a life skills development capability to promote generational excellence by encouraging and engaging young people through a collaborative family-school relationship that is focused on closing the achievement gap and ensuring that all children learn to high standards

**Urban Capital Partners, Inc.**

**San Antonio, Texas**

**Founder & CEO**

**May 2018 – Present**

- 501(c)3 non-profit organization
- Establish people and place-based strategies that uplift the standard of learning and living in inner city communities
- Created a youth development system to deliberately influence a change in thoughts and attitudes by specifically targeting education, family support, leadership and health
- The strong, effective link that connects our system beneficiaries to improved service quality and reach is delivered continuously through three community-based programs: Becoming A Better You, Renaissance Youth, and Community Revitalization

**Logan & Associates**

**San Antonio, Texas**

**Founder & CEO**

**May 2018 – Present**

- Provide specialized investment and financial advice to C-Suite leaders on how to effectively develop, manage, and grow their company's real estate portfolio
- Provide clients with value-added services such as sales management, market analysis, and lease management
- Clients range from Fortune 100 to start-up companies in Texas

**The Doug Williams Center**

**Grambling, Louisiana**

**Founding Executive Director**

**September 2020 – Present**

- Created a network of solutions for diversity and inclusion in collegiate and professional sports
- Formed formal partnerships with the NFL, State of Louisiana, Bright Path Strong Foundation, Athletes' Voices to further the mission of DWC
- Developed a world-class advisory committee to the Center
- Designed a learning commons and advancement space for audiences to examine the history of race, gender, and politics in American sports

**The 1920 League Investment Group, LLC**

- Formed in October 2022, this entity was created to gain an ownership stake in the San Antonio Missions Baseball team.

**Professional Experience**

**Community For Life Foundation**

**Director of Public Relations and Marketing**

**Fall 2009 – Fall 2011**

- Spokesperson for the Now Word Community Foundation
- Oversee all of the marketing efforts for the Foundation
- Promotes Foundation's mission to provide annual scholarships to students

**Rockwall Ranch Property Owners Association  
Recreation Area and Pool, Vice President**

*March 2009 – May 2010*

- 2009 Board of Director
- Manage the usage of the community center
- Handle center reservations to include facility deposits and rental fees
- Decision maker on facility resources and maintenance

**Alamo City Chamber of Commerce**

**Board of Director**

**Jan 2009 – Dec 2011**

- Active member servicing San Antonio's businesses and communities
- Membership Standing Committee
- Golf tournament and Banquet Ad Hoc Committee
- 2011 Business Builders Golf Tournament, Chairman
  - Led the most successful tournament in Chamber's history
- 2013 Advisor to the Board of Directors

**Rotary Club of San Antonio**

**Board of Director**

**June 2010 – Present**

- 2010-2011 Mentoring Committee, Vice-Chair
- 2011-2012 Mentoring Committee, Chair
- 2012-2013 Rotary Interact, Chairman
- 2013-2014 Youth Service Lane Chair
- 2014-2015 Club Vice-President
- 2016-2017 Program Committee Co-Chair
- 2018-2019 Club President-Elect
- 2019-2020 Club President
  - Youngest President ever elected
  - Addressed the most pressing issues affecting humanity
  - Delivered the first-ever outdoor ice skating rink in downtown San Antonio, which attracted over 26,000 skaters
  - Raised a Club record of \$295,078.00
  - A Club record 8,476 service hours were contributed to San Antonio communities
  - Distributed over 100,000 pounds of food to local residents affected by the coronavirus pandemic

**San Antonio Chamber of Commerce**

**Investor Membership Level**

**Board of Director**

**Sept 2010 – Present**

- Active member servicing San Antonio's businesses and communities
- Leadership San Antonio Class XXXVI
- Education/Mentoring Committee
- Blue Ribbon Task Force Committee, Chair
- 2012 & 2013 Ed Whitacre Leadership Scholarship Selection Committee
- 2014 Student Aid San Antonio, Chairman

**San Antonio Hispanic Chamber of Commerce**

**Investor Membership Level**

**March 2011 – March 2012**

**San Antonio Lighthouse for the Blind**

**December 2011 – Present**

**Board of Director**

- 2013-2014 Event Committee, Chairman

- Art in the Dark Event
- Walk/Run Event
- “Fore” the Blind Charity Scramble
  - All events achieved new levels of financial success

**Claude & Zernona Black Developmental Leadership Foundation**  
**February 2012 – August 2013**  
**Board of Director**

**SAISD Foundation**  
**September 2012 – Present**  
**Board of Director**

- 2013 Presenting Sponsor for 4E Run/Walk & Health Festival
- 2013 4E Run/Walk & Health Festival, Co-Chair
- 2013 Nominating Task Force Committee
- 2013 “Reclaiming Our History” Committee
- 2014 Presenting Sponsor for Run 4 Education
- 2014 Run 4 Education, Event Chairman

**Boysville**  
**October 2012 – June 2017**  
**Board of Director**

- 2013 Platinum Jubilee Gala, Co-Chair

**Harvey E. Najim Family Foundation**  
**May 2013 – Present**  
**Board of Director**

**Mayor’s Fitness Council**  
**May 2013 – December 2016**  
**Council Member**

**San Antonio Sports Foundation**  
**January 2014 – December 2016**  
**Committee Member**

**Children’s Hospital of San Antonio Foundation**  
**June 2014 – December 2015**  
**Board of Director**

**KLRN**  
**June 2014 - September 2019**  
**Board of Director**

**United Way Emerging Leaders Council**  
**August 2014 – July 2016**  
**Founding Board of Director**

**Grambling State University, College of Business, Center for Student Professional Development**  
**January 2015 – May 2017**

**Valero Alamo Bowl**  
**April 2015 – Present**  
**Board of Director**

**San Antonio Martin Luther King, Jr. Commission**  
**July 2015 – May 2016**  
**Chairman**

- Youngest person to ever serve as Chairman
- Increased scholarship giving from \$40,000 to over \$400,000
- Produced the largest MLK, Jr. March of record in the history of the nation, with over

- 300,000 marchers
- Established the inaugural Dream Scholarship program, which was a call to action for every local College and University to set aside one full scholarship for a minority student with significant financial need.

**Hallmark University**  
**September 2016 – December 2019**  
**Board of Trustee**

**North East ISD**  
**February 2017 – December 2022**  
**Citizen’s Bond Advisory Committee**

**The We Can Learn Foundation**  
**March 2018 – December 2022**  
**Board of Director**

**San Antonio Early Childhood Education Municipal Development Corporation**  
**May 2018 – Present**  
**Board of Director, District 2 Appointee**

**Tex-Star National Bank**  
**July 2018 – Present**  
**Advisory Board of Director**

**Grambling State University, College of Business**  
**February 2019 – Present**  
**Executive Advisory Board**

**UT Health San Antonio, Center for Medical Humanities & Ethics**  
**January 2020 – December 2022**  
**Advisory Council**

**San Antonio Parks Foundation**  
**January 2021 -- Present**  
**Board of Director**

**United Way of San Antonio and Bexar County**  
**July 2021 -- Present**  
**Board of Director**

**City of San Antonio – 2022-2027 Bond**  
**October 2021 – May 2022**  
**Tri-Chair**

- Appointed by San Antonio Mayor, Ron Nirenberg
- Organized and engaged voters across the community to overwhelmingly pass six ballot propositions totaling \$1.2 billion – the largest municipal bond program to date
- Bond will deliver public improvements in streets, parks, drainage, facilities, and housing

## **Honors**

- |  |                      |
|--|----------------------|
| • Dean's List  | Summer 2003- Fall 07 |
| • President’s List   | Summer 2003- Fall 07 |
| • Earl Lester Cole Honors College                          | Fall 2004            |
| • Golden Key   | Fall 2005            |
| • Scholar Athlete  | Summer 2003- Fall 07 |
| • Football Scholarship Recipient                           | Summer 2003- Fall 07 |
| • Omega Psi Phi Fraternity/Louisiana Scholar of Year       | Spring 2006          |
| • Omega Psi Phi Fraternity Founders Award Recipient        | Spring 2007          |
| • Bayou Classic Marines Excellence in Leadership Recipient | Fall 2007            |

• GSU Football 2007 Scholar Athlete Award	Spring 2008
• Future Leaders Award	Fall 2009
• United Way Volunteer of the Year Award Finalist	June 2010
• Business Journal 40 under 40 Rising Star	Winter 2010
• Leadership San Antonio Class XXXVI	Winter 2010 – Fall 11
• Who’s Who in San Antonio: African American Edition	February 2011
• UPSCALE Magazine Most Eligible Bachelor	February 2011
• EMBODI Men of Color Conference Panel Speaker	April 2011
• Madison High School Gym Dedication’s Keynote Speaker	May 2011
• Finalist for McDonald’s Men of McCafe	June 2011
• United Way Volunteer of the Year Award Finalist	June 2011
• Greater Chamber BOD Excellence in Leadership Award	December 2011
• Who’s Who San Antonio: African American Edition	February 2012
• C.D.I.G. Community Citizen Award	April 2012
• President’s Volunteer Service Award	April 2012
• Cherice Cochrane Mentoring Foundation Excellence in Mentoring – Innovative Leadership Award	April 2012
• Renaissance with the Stars Contestant	August 2012
• San Antonio Magazine Most Eligible Bachelor	March 2013
• NFit “Fit For Style” Feature	May 2013
• Miss San Antonio Texas Pageant Judge	May 2013
• Tafolla Middle School Commencement Speaker	June 2013
• Essence Magazine “Baddest Brother” Feature	August 2013
• SA2020 “The Volunteer Leader”	January 2014
• Rotary International “Service Above Self” Award	July 2014
• Covington Who’s Who	August 2014
• Community for Life Foundation Keynote Speaker	August 2014
• Omega Psi Phi, Psi Alpha Chapter, Citizen of the Year	November 2014
• Omega Psi Phi, Ninth District, Citizen of the Year.	April 2015
• Break Down Walls Foundation Community All-Star.	April 2015
• Omega Psi Phi, International Citizen of the Year Award	July 2015
• Grambling University Distinguished Alumni Award	July 2015
• FBI Citizens Academy Class 17	July 2015
• 63 <sup>rd</sup> Air War College NSF Member	May 2016
• National Coalition of 100 Black Women Community Legend	June 2016
• Outstanding Young San Antonian Award	June 2016
• Delta Sigma Theta Community Impact Award	August 2016
• Ambassador of the Evers Academy for African-American Males, Honorary Program Chairman	November 2016
• Academy of Creative Education Commencement Speaker	December 2016
• Leadership NEISD	May 2018
• USAA’s Celebration of Black History Month Keynote Speaker.	February 2019
• San Antonio Can Academy Commencement Speaker	December 2019
• Living in My Skin Mural Dedication	April 2021
• Ruth Jones McClendon Trailblazer Award	May 2021
• UNCF Excellence in Education Award	February 2023

**Current  
Affiliations**

- Rotary Club of San Antonio
- San Antonio Early Childhood Education Development Corporation
- Grambling State University College of Business
- UT Health San Antonio Center for Medical Humanities & Ethics
- San Antonio Lighthouse for the Blind & Visually Impaired
- Tex-Star National Bank
- SAISD Foundation
- NEISD, Citizens’ Bond Advisory Committee

- Najim Family Foundation
- The We Can Learn Foundation
- Valero Alamo Bowl
- Air War College
- FBI San Antonio Citizens Academy Alumni Association
- Omega Psi Phi Fraternity, Inc.
- Harvard Business School

**References**      Furnished Upon Request

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

**PERSONNEL COMMITTEE**

**August 24, 2023**

**Item K.3.** Louisiana Tech University's request for approval to appoint Dr. Donna Thomas as Interim Provost effective August 1, 2023.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Donna Thomas as Interim Provost effective August 1, 2023 at an annual salary of \$141,875. 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 Louisiana Tech University's request for approval to appoint Dr. Donna Thomas as Interim Provost effective August 1, 2023.*



K.3.

LOUISIANA TECH  
UNIVERSITY.

OFFICE OF THE PRESIDENT

July 28, 2023

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

Dear Dr. Henderson

Louisiana Tech University requests permission to appoint Dr. Donna Thomas as Interim Provost.

Dr. Thomas has served as the Associate Vice President of Academic Affairs for the past year and a half. During this time, Dr. Thomas has exhibited the qualification necessary to serve in this capacity. Dr. Thomas has taken on a number of additional duties therefore we are requesting a small salary increase to accompany this proposed title change.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Leslie K. Guice".

Leslie K. Guice  
President



**Donna Bullard Thomas, Ph.D.**  
1804 Esplanade Blvd.; Ruston, LA 71270  
318-257-4262  
Email: [dthomas@latech.edu](mailto:dthomas@latech.edu)

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## **EDUCATION**

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**Ph.D., Counseling Psychology** **2005**  
Louisiana Tech University, Ruston, LA

Dissertation: "The Effects of Gender Role Conflict and Psychological Reactance on Relationship Beliefs"  
Chair: Dr. Walter Buboltz, Jr.

**M.S., Experimental Psychology** **1998**  
University of Louisiana at Monroe, Monroe, LA

Thesis: "Exploratory Analysis of the Multidimensional Factorial Structure of Two Assertiveness Scales"  
Chair: Dr. Carolyn Minder

**B.A., Psychology** **1997**  
University of Louisiana at Monroe, Monroe, LA

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## **ACADEMIC EXPERIENCE**

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*Louisiana Tech University, Ruston, LA*

**Positions:**

Associate Vice President for Academic Affairs	August 2022 – present
Chief Academic Director for Partnerships	January 2022 – July 2022
Department Chair	
- Psychology and Behavioral Sciences	2012- 2022
Promoted to Associate Professor	2012
Awarded George and Jean Baldwin Endowed Professorship	2011
Awarded Tenure	2010
Assistant Professor	2005 – 2012

**Interim Provost****8/2023 - present****Associate Vice President for Academic Affairs and  
Chief Academic Director for Partnerships****1/2022 – 8/2023**

- responsible for direction and oversight of the development and implementation of academic programs
- collaborate with Deans, unit heads, and faculty to determine and define emphases for the strategic growth of academic programs
- manage academic partnerships with internal and external stakeholders
- oversee the strategic plan and operations to recruit, retain, and grow participation in existing and new academic programs including distance, extension, and transdisciplinary programs and partnerships
- oversight of Tech Online
- oversight and supervision of University Retention Initiative
  - o Supervise 5 Student Retention Specialists
- Chair search committee – Associate Dean, College of Education
- Search committee – Dean, College of Liberal Arts
- Chair search committee – Student Retention Specialists
- Quality Enhancement Plan Steering Committee
- SACSCOC Reaffirmation Committee
- Search committee – Dean, College of Engineering and Science
- Search committee, Dean, College of Education and Human Sciences

**Department Chair****Psychology and Behavioral Sciences****9/2012 – 12/2021**

Manage and coordinate all activities of the Department of Psychology & Behavioral Sciences including instruction, research, and service and assign all workloads. Administrative activities included:

- Oversee and maintain program accreditations (APA, CACREP, NCATE)
- Recruitment, hiring, orientation, development, and evaluation of faculty and staff
- Administrative supervision of 30-35 Research Assistants, Teaching Assistants, Graduate Assistants
- Administrative and curricular oversight for
  - o Doctor of Philosophy, Counseling Psychology
    - Psychological Services Clinic
  - o Doctor of Philosophy, Industrial-Organizational Psychology
    - Applied Research for Organizational Solutions (AROS)
  - o M.A., Counseling and Guidance
    - Clinical Mental Health Counseling
    - School Counseling
    - Human Services
    - Orientation and Mobility
    - Rehabilitation Teaching for the Blind
  - o M.A., Industrial-Organizational Psychology

- Graduate Certificate, Dynamics of Domestic Violence
- Graduate Certificate, Industrial-Organizational Psychology
- B.A., Psychology
- Undergraduate Certificate, Forensic Psychology
- Undergraduate Certificate, Industrial-Organizational Psychology
- Student Services
- Course Scheduling
- Budgeting and establishment of internal policies for expenditures
- Research
- Service
- Other duties as assigned

**Director of Training,  
Counseling Psychology Ph.D. program**

**2019 – 2021**  
**2015 - 2017**  
**2006 – 2012**

- conduct weekly meetings for program faculty
- complete annual report to APA
- complete annual report to CCPTP
- complete annual report to APPIC
- data collection for APA accreditation
- write APA accreditation self-study
- oversee all APA committees
- coordinate APA site visit
- new student orientation
- oversee application and admission process
  - Collect applications and materials
  - Contact applicants for interviews
  - Coordinate interviews
  - Coordinate faculty efforts to choose applicants
  - Notify applicants of decision status (maintain contact throughout process)
  - Advise new cohort and assist with admissions
- procuring new practicum/field placement sites
- liaison for practicum/field placement/internship sites
- oversee administration and scoring of comprehensive exams
- assist students with internship applications/interviews/match
- assist department chair with course scheduling
- oversee annual student evaluations
- attend annual CCPTP meeting
- liaison with APA
- program marketing
- academic advisor to all doctoral students
- collect and review practicum hours documentation and evaluations
- continuous program evaluation and revision, when necessary



- curriculum evaluation and revision
- coordinate hiring of new faculty
- revising and maintaining student handbook
- reviewing/distributing doctoral students' QRPs
- maintain student records

**Program Coordinator, CACREP-accredited Master of Arts, Counseling & Guidance program** **2015 – 2022**

- served as liaison to CACREP
- compile and submit annual CACREP report
- support the faculty hiring processes
- address student and faculty concerns
- facilitate program improvement
- maintain program information for university website
- oversee and coordinate CACREP reaccreditation process
- oversee administration and scoring of comprehensive exams
- maintain student records
- oversee application and admission processes
- conduct core faculty and committee meetings

**Dissertations:**

*Chair*

Student (completion date/status)

Lindsey Shamp (May, 2022)  
Michael Saunders (August, 2021)  
Sean Lajaunie (March, 2018)  
Laura Harris (February, 2017)  
Deborah Simpson (August, 2016)  
Lauren Tressler (May, 2015)  
Desiree Leboeuf-Davis (May, 2014)  
Candi Hill (March, 2014)  
Annese Hutchins (November, 2012)  
Caitlin Singletary (August, 2012)  
Karen Roper (March, 2012)  
Matt Hand (August, 2010)

*Committee Member*

Student (completion date/status)

Cody Cloud (proposed October, 2022)  
Mercedes Gremillion (May, 2023)  
Camille Baker (September, 2018)  
Jay Middleton (February, 2017)

Charmaine Mosier (August, 2014)  
Jacqueline Ball (August, 2014)  
Barbara Calvert (August, 2012)  
Reese Mayer (May, 2012)  
Brian Rutland (August, 2010)  
Sherri Transier (November, 2009)  
Stephanie Ellis (August, 2009)  
Terry Thomas (May, 2009)  
Gina Beverly (August, 2007)  
Jennifer Montgomery (August, 2006)

**Courses Taught:**

**Undergraduate Level:**

Psychology 102 (Introduction to Psychology)  
Psychology 300 (Statistical Methods for Social Sciences)  
Psychology 304 (Social Psychology)  
Psychology 305 (Practical Psychology)  
Psychology 400 (Behavior Modification)  
Psychology 415 (Research Design and Statistics II)  
Psychology 494 (Psychology in Film)

**Graduate Level:**

Psychology 589C (Social Psychology)  
Psychology 600 (Issues in Academic Psychology and Teaching)  
Psychology 602 (Physiological Psychology)  
Psychology 610 (Ethics and Professional Issues)  
Psychology 621 (Career Theory and Assessment)  
Psychology 622 (Theories of Counseling and Psychotherapy)  
Psychology 624 (Internship)  
Psychology 632 (Psychotherapy Research)  
Psychology 650 (Practicum)  
Psychology 651 (Advanced Practicum)  
Psychology 652 (Field Placement)  
Psychology 660 (Dissertation)  
Counseling 518 (Techniques of Psychotherapy)  
Counseling 530 (Practicum in Counseling)  
Counseling 531 (Internship in Counseling)  
Counseling 532 (Practicum in School Counseling)  
Counseling 590 (Ethics and Professional Practice)

***University of Louisiana at Monroe, Monroe, LA***

Adjunct Instructor

1998 – 2002

Developed syllabus and overall course structure for Psychology 201, Introduction to Psychology. Format: Lecture. Administered all grades.

Teaching Assistant – to Ernest Maples, Ph.D.

1998

Taught lab course that accompanied graduate level Statistical and Research Methods course. Collaborated on course curriculum.

*Louisiana Tech University, Ruston, LA*  
Graduate Teaching Assistant

1998 – 2001

Developed syllabus and overall course structure for Psychology 300, Statistical Methods in Social Science. Taught lecture and lab. Administered all grades.

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## **OTHER PROFESSIONAL EXPERIENCE (ATHLETICS)**

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### *Louisiana Tech University*

NCAA Faculty Athletics Representative (FAR) 2014 – present  
 Representative of Louisiana Tech University and its faculty in the relationship between the National Collegiate Athletic Association (NCAA), Conference USA (C-USA), and the campus. Represents LATech as the voting delegate to NCAA and C-USA meetings. Serves on NCAA councils, cabinets, and committees as appointed. Assists with interpretation of NCAA and C-USA legislation and policies and assists in the preparation of requests for waivers or appeals from such legislation or policy.

Reports to the faculty and administration on the academic well-being of student-athletes. Ensures, either directly or indirectly, that student-athletes meet all NCAA, conference, and LATech requirements for eligibility to practice, financial aid, and intercollegiate competition. Monitors the student-athlete experience and is involved in the personal and academic welfare of the student-athletes.

Participates in mandated exit interviews of graduating student. Works with the athletic director and senior staff to educate student-athletes about NCAA rules, and devise and implement compliance programs within the athletics department. Coordinates the nominations process for NCAA and C-USA honors and postgraduate scholarships. Administers the annual coaches' NCAA legislation exam and NCAA student surveys. Attends senior staff meetings. Assists with time management plans for all teams.

Meets regularly with the Director of Athletics and serves as the Senior Faculty Advisor on athletics to the university president. Serves as a liaison between the faculty and administration and the intercollegiate athletics program. Provides periodic reports to the President's Athletics Council relating to matters of academic integrity, performance of student-athletes, rules compliance or violations, and other matters related to the athletics program. Meets with Student-Athlete Advisory Committee (SAAC) and serves as chair of the President's Athletics Council.



President's Athletics Council  
Chair; 2014 – present  
Member; 2007 – 2014  
Student-Athlete Welfare Committee; 2007 - 2011  
Student-Athlete Appeals Committee; 2007 – present

*Conference USA*

Faculty Athletics Representatives Committee  
Chair; 2018-19 academic year  
Member; 2014 – present

CUSA Representative to 1A FAR Association	May 2023 - present
Mental Health Committee	2018 - present
Liaison, CUSA Student Athlete Advisory Committee	2017-18
CUSA Awards Committee	2016- present

*Relevant Training*

CUSA FAR Orientation  
November 2014

National Collegiate Athletic Association FAR Boot Camp  
NCAA campus, Indianapolis, IN  
May 2016

CUSA Spring Meetings, Destin, FL  
Held in May of each year, 2015 – 2020 (virtual meetings: 2020, due to COVID-19 restrictions)

Meetings include annual trainings from NCAA and CUSA staff related to new and pending legislation

NCAA Division 1 FAR Association Annual Meeting  
September 2019; Washington, DC  
September 2018; Washington, DC  
September 2017; Washington, DC  
September 2016; Dallas, TX  
September 2015; Dallas, TX



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## CLINICAL EXPERIENCE

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***The Counseling and Psychology Clinic; Monroe, LA***

Clinical Associate

2007 - 2008

Complete psychological evaluations including intake interviews, psychological assessment, interpretation, diagnosis, and report writing.

***Rehabilitation Services of LA, LLC; Monroe, LA***

Owner/Administrator

2002 – 2007

Established and operated mental health rehabilitation agency serving chronically mentally ill children and adults. Services provided include individual and group counseling, medication management, psychosocial skill development, and parent/family instruction and counseling. Responsible for fiscal management, human resources, national accreditation process and compliance, compliance with federal and state regulations.

***Louisiana Technical College; Delta Region***

Special Populations Coordinator/Instructor

2001 – 2002

Conducted intake and placement testing. Provided individual counseling. Taught Psychology 201, Human Resources.

***David Thomason, Psy.D., Licensed Psychologist; Monroe, LA***

Psychological Assistant

1998 - 2001

Administered and scored psychological assessments and evaluations, conducted intake interviews, wrote psychological evaluation reports, provided individual counseling.

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## GRANTS

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Ramachandran, R., Thomas, D., & Wick, C. Increasing Diversity in the Doctoral Student Populations at Louisiana Tech University 2020-2023 - \$180,000 requested; \$90,000 recommended for funding, March 2020.

Ramachandran, R., Thomas, D., & Wick, C. Increasing Diversity in the Doctoral Student Populations at Louisiana Tech University 2019-2022 - \$180,000 requested; \$45,000 recommended for funding, April 2019.

Ramachandran, R., Thomas, D., & Wick, C. Increasing Diversity in the Doctoral Student Populations at Louisiana Tech University 2018-2021 - \$400,000 requested; \$90,000 recommended for funding, April 2018.

Shoemaker, S., Ramachandran, R., & Thomas, D.B. BoR/SREB Doctoral Fellowships to Promote Diversity - \$400,000 requested; \$95,000 recommended for funding, April 2017.

Shoemaker, S., Ramachandran, R., & Thomas, D.B. BoR/SREB Doctoral Fellowships to Promote Diversity - \$400,000 requested; \$190,000 recommended for funding, April 2016.

Shoemaker, S., Ramachandran, R., & Thomas, D.B. BoR/SREB Doctoral Fellowships to Promote Diversity - \$400,000 requested; \$190,000 recommended for funding, April 2015.

Shoemaker, S., Ramachandran, R., & Thomas, D.B. BoR/SREB Doctoral Fellowships to Promote Diversity - \$400,000 requested; \$190,000 recommended for funding, April 2014.

Shoemaker, S., Ramachandran, R., & Thomas, D.B. BoR/SREB Doctoral Fellowships to Promote Diversity - \$400,000 requested; \$190,000 recommended for funding, April 2013.

McConathy, T.M., Ramachandran, R., & Thomas, D.B. BoR/SREB Doctoral Fellowships to Promote Diversity - \$380,000 requested; \$95,000 recommended for funding, April 2013.

Young, T.R., & Thomas, D.B. Third Judicial District Drug Court Treatment - \$125,000; 2008 - 2012.

Thomas, D.B., & Sheets, T.S. The Relationship Between a Dual Processing Task Performance, General Cognitive Ability, and Personality - \$1,740; May 2007

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## PUBLICATIONS

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Singletary, C.M., Thomas, D.B., Carter, A.P., & Bell, E. (in revision). Psychological effects of intensive and comprehensive training centers on blind and visually impaired adults. *Journal of Blindness Innovation and Research*.

Hand, M.M., Thomas, D.B., Buboltz, Jr., W.C., Deemer, E.D., & Buyanjargal, M. (2012). Facebook and Romantic Relationships: Intimacy and Couple Satisfaction Associated with Online Social Network Use. *Cyberpsychology, Behavior, and Social Networking*, 16(1), 8-13.

Deemer, E. D., Thomas, D., & Hill, C. (2011). Measuring students' perceptions of faculty competence in professional psychology: Development of the Perceived Faculty Competence Inventory. *Training and Education in Professional Psychology*, 5(1), 38-47.



Miller, M.J., Chauvin, I, Thomas, D.B., & Cowger, E. (2010). Relationship between the Self-Directed Search and the Edwards Personal Preference Schedule using the N of 1 research design. *Individual Differences Research*.

Chauvin, I., Miller, M.J., Godfrey, E.L., & Thomas, D.B. (2010). Relationship between Holland's Vocational Typology and Myers-Briggs' types: Implications for career counselors. *Psychology Journal*.

Carter, A.P., Livingston, M.M., & Thomas, D.B. (2008). All advisees are culturally diverse: Are unequal procedures fairer? *The Mentor: An Academic Advising Journal*, 10(4). <http://www.psu.edu/dus/mentor/081119ac.htm>

Livingston, M.M., Carter, A.C., & Thomas, D.B. (2008). Ethics in advising revisited: An alternative response to Church and Robinson. *The Mentor: An Academic Advising Journal*, 10(4). <http://www.psu.edu/dus/mentor/081126ml.htm>

Livingston, M. M., Carter, A. P., Thomas, D. B., & Sheets, T. (2007). Supportive mentoring model for preparing graduate students to teach. In C. Howard, W. Buskist, & J. Stowell (Eds.), *The STP guide to graduate student training in the teaching of psychology*. Washington, DC: APA Division 2, Society for the Teaching of Psychology. <http://teachpsych.org/resources/e-books/gst2007/gst07.php>

Thomas, D., Livingston, M., & Carter, A. (2007, January). *Lessons Learned: Using Graduate Students as Undergraduate Psychology Instructors*, Poster presented at the annual meeting of the National Institute for Teaching Psychology, Tampa, FL.

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## PRESENTATIONS

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Shamp, L.M., Thomas, D., Lantz, M.M., & Cloud, C. *Facebook and Professionalism in the Context of Multicultural Training*. Poster presented at the 2018 National Multicultural Conference and Summit, Portland, OR.

Niles, R.M., Shamp, L., Hand, M.M., & Thomas, D.B. (2014, March). *Examination of the Relationships among Narcissism, Situational Motivation, and Supportive Messages*, Poster presented at the Counseling Psychology Conference, Atlanta, GA.

Hand, M.M., Niles, R.M., & Thomas, D.B. (2013, May). *Relationships Among Situational Motivation and Twitter Use*, Poster presented at the annual meeting of the Association for Psychological Science, Washington, D.C.

Niles, R.M., Hand, M.M., & Thomas, D.B. (2013, May). *Relationships Among*

- Situational Motivation and Facebook Usage*, Poster presented at the annual meeting of the Association for Psychological Science, Washington, D.C.
- Hutchins, A., Tracy, J., Merritt, D., Simpson, D., Thomas, D., Walczyk, J., & Young, T. (2013, March). *Predictive Ability of PAI Interpersonal Scales in Measuring Treatment Outcomes in Substance Abusing Populations*, Poster presented at the annual meeting of the Society of Personality Assessment, San Diego, CA.
- Niles, R., Thomas, D., Middleton, J., & Duck, T. (2013, March). *Emotional Connectedness to Facebook*, Poster presented at Louisiana Academy of Sciences, Grambling State University, Grambling, LA
- Niles, R.M., Simpson, D.P., Thomas, D.B., & Buboltz, W. (2012, May). *Program Characteristics and Internship Placement*, Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Simpson, D.P., Niles, R.M., Thomas, D.B., & Buboltz, W. (2012, May). *The Internship Match Crisis: What are programs doing? I* Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Deemer, E.D., & Thomas, D.B. (2009, April). *Achievement Motives of Graduate Students in the Life, Physical, and Behavioral Sciences*, Poster presented at the Southeastern Regional Counseling Psychology Conference, Athens, GA.
- Thomas, D., Buboltz, W., Matherne, M., & Hand, M. (2006, August). *The Effects of Gender Role Conflict on Relationship Beliefs*. Poster presented at the annual meeting of the American Psychological Association, New Orleans, LA.
- Thomas, D., Matherne, M., Loveland, J., & Buboltz, W. (2006, May). *An Investigation of Reactance, Coping, Quality of Life, and Well-Being*. Poster presented at the annual meeting of the American Psychological Society, New York, NY.
- Thomas, D., Buboltz, W., & Rutland, B. (2006, February). *The Effect of Psychological Reactance on Relationship Beliefs*. Poster presented at the annual meeting of the American Association of Behavioral and Social Sciences, Las Vegas, NV.
- Thomas, D., & Seemann, E. (2001, May). *Dissecting the Multicultural Counseling Competencies*. Paper presented at the annual meeting of the Louisiana Psychological Association, Lafayette, LA.



Thomas, D., & Robinson, D. (2000, June). *An Examination of the Factorial Structure of the AWS and GAI*. Poster presented at the annual meeting of the American Psychological Society, Miami, FL.

Thomas, D. (March, 1999). *Exploratory Analysis of the Multidimensional Factorial Structure of Two Assertiveness Scales*. Poster presented at the annual meeting of the Southeastern Psychological Association, Savannah, GA.

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## **AWARDS**

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- Outstanding Service Award, College of Education – April, 2010
- Outstanding Service Award, Department of Psychology and Behavioral Sciences – April, 2010
- Outstanding Service Award, Department of Psychology and Behavioral Sciences – April, 2009
- Outstanding Service Award, Department of Psychology and Behavioral Sciences – April, 2008
- Special Award of Merit for Outstanding Service, Department of Psychology and Behavioral Sciences – May, 2007

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## **SERVICE**

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### **Professional**

Journal of Rural Mental Health, published by the American Psychological Association (APA); Member of Editorial Board; 2013 – 2017.

MacArthur Models for Change (Louisiana) grant; Regional Advisory Committee member; 2013 – 2016.

Cyberpsychology, Behavior, and Social Networking, Ad hoc reviewer; 2013 - present

American Psychological Association, Division 17 – Reviewer, proposals for annual convention; 2009 - 2013

Council of Counseling Psychology Training Programs – Executive Board Member, 2010 – 2013

### **University**

NCAA Faculty Athletics Representative; 2014 - present

Threat Assessment Team; 2015 - present

President's Athletics Council

Chair; 2014 – present  
Member; 2007 – 2014  
Student-Athlete Welfare Committee; 2007 - 2011  
Student-Athlete Appeals Committee; 2007 – present  
Health Sciences Advisory Committee, service began February, 2008

**College of Education**

COE Administrative Council, Dept. Head/ began September, 2012 - present  
COE Administrative Council, faculty representative, September, 2007 – August, 2012  
COE Special Initiatives Committee, March, 2008 - 2012  
COE Committee on Recruitment, Diversity, and Global Issues, service began September, 2008  
NCATE team, 2007 - 2010  
NCATE Conceptual Framework Committee, 2007 - 2010

**Department of Psychology and Behavioral Sciences**

Counseling Psychology Core Faculty Committee, Member 2005 - 2006; 2012 - present  
Counseling Psychology Core Faculty Committee, Chair, 2006 – August, 2012  
Counseling and Guidance Advisory Committee, 2008-2010  
Faculty Recruitment Committee, Chair & member (depending on position) 2008 - 2012  
Department Administrative Council, Summer, 2011 – Summer, 2012

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**PROFESSIONAL AFFILIATIONS**

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American Psychological Association  
Council of Graduate Departments of Psychology  
Council of Counseling Psychology Training Programs  
Louisiana Psychological Association  
Louisiana Counseling Association  
APA Division 17 (Counseling Psychology)  
Student Affiliates of Seventeen

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

**PERSONNEL COMMITTEE**

**August 24, 2023**

- Item K.4.** **University of Louisiana at Lafayette's** request for approval to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education effective July 1, 2023.

**EXECUTIVE SUMMARY**

The University requests approval to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education effective July 1, 2023 at an annual salary of \$150,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette's request for approval to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education effective July 1, 2023.*



*University of Louisiana at Lafayette*

OFFICE OF THE PRESIDENT

**K.4.**

P. O. Drawer 41008  
Lafayette, LA 70504-1008  
(337) 482-6203  
Fax: (337) 482-5914  
e-mail: president@louisiana.edu

*Université des Acadiens*

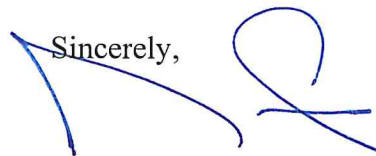
August 3, 2023

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

Dear Dr. Henderson:

I am requesting to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education effective July 1, 2023 through June 30, 2024. Her curriculum vitae is attached.

Please place this item on the agenda for the August 2023 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,  


E. Joseph Savoie  
President

svc  
Attachment





**Paula S. Montgomery, Ph.D.**  
*University of Louisiana at Lafayette*

1217 Obie Street  
New Iberia, LA 70560  
337-519-0984

## SUMMARY OF QUALIFICATIONS

### EDUCATION

*August 1997*

**Doctor of Philosophy, Educational Leadership and Research**  
Dissertation Topic: "The Effectiveness of the 4MAT Multi-level Staff Development and Teaching Model in a Selected School District"  
Major Professors: Dr. Hampton Williams and Dr. Art Sutherland  
University of Southern Mississippi, Hattiesburg, Mississippi

*June 1996*

**Educational Administration (+30), K-12**  
University of Southern Mississippi, Hattiesburg, Mississippi

*May 1991*

**Master of Education, Guidance and Counseling**  
University of Southwestern Louisiana, Lafayette, Louisiana

*December 1984*

**Bachelor of Arts (Cum Laude), Social Studies Secondary Education**  
University of Southwestern Louisiana, Lafayette, Louisiana

## PROFESSIONAL EXPERIENCE

### WORK EXPERIENCE

*July 1, 2022 - Present*

**Interim Dean (Appointed July 1, 2022)**  
College of Education & Human Development  
University of Louisiana at Lafayette  
Primary duties include promoting faculty development, leading enrollment management and program marketing, building and maintaining positive and productive relationships among faculty and staff, encouraging collaborative alliances within the area and state, and working collaboratively with other stakeholders.

Selected Areas of Leadership, Participation, and Support:

- Dean's Academic Affairs Council
- Council of Deans
- Louisiana Association of Colleges for Teacher Education
- UL Lafayette Strategic Plan
- College of Education Administrative Council
- Student Organizations
- Learning Lab Initiative (Lab School)
- Accreditation Initiatives (CAATE, CACREP, CAEP)
- Resource Development (UL Foundation and Others)

- Various Academic Initiatives for the College
- Program Development
- Research & Grant Development
- Community Collaboration Initiatives

*July 6, 2020*

**Professor Emeritus**

University of Louisiana at Lafayette

*January 2009 – June 2020*

**Associate Dean, College of Education**

University of Louisiana at Lafayette, Louisiana

Primary duties include the leadership and management of accreditation efforts for the College regarding NCATE, SACS, and SPAs as well as the enhancement and development of the graduate programs. Other duties include strategic planning; faculty liaison; student advisor; recruitment for graduate and undergraduate programs; primary editor for COE reports and publications and data collection processes, protocols and procedures for PASS-PORT/VIA. Rank: Associate Professor/ Full Professor

*December 2021 – Present*

**Adjunct Faculty Member**

Framingham State University

C. Louis Cedrone International Center, Framingham, Massachusetts

Primary duties are to provide clear, direct, informative, and engaging instruction using the CANVAS Platform. I utilize a variety of educational technology pedagogies to convey the relative information for each of the courses I facilitate in the International Education Program (IEP) Concentration in Educational Leadership (IEP, Non-Licensure Track). The entire program is online.

*July 2017 – Present*

**Contributing Faculty, College of Education**

Walden University

Primary duties are to provide clear, direct, informative, engaging instruction using a virtual platform. I utilize a variety of educational technology pedagogies to convey the relative information for each of the courses I teach in the Master/Specialist Degree Programs in Educational Leadership. The entire program is online.

*January 2006 – January 2009*

**Department Head, Educational Foundations and Leadership**

University of Louisiana at Lafayette, Louisiana

Primary duties include leadership and departmental management, program and curricular development, communication and professional development for the Educational Foundations and Leadership Department in the College of Education.

*Summer 2005 – Fall 2005*

**Interim Department Head, Educational Foundations and Leadership**

University of Louisiana at Lafayette, Louisiana

*2002 – 2008*

**Assistant Professor**

University of Louisiana at Lafayette, Louisiana

Duties include the instruction of undergraduate and graduate courses in the Educational Leadership and Foundations department; the advising of students as assigned; serve as member and chair of graduate committees; the coordination of various action research projects; grant writing; various capacities on a variety of committees;

member of the Graduate Faculty; publishing and institutional planning and redesign. Appointed NCATE Coordinator for the College of Education, April 2004.

*1999 to 2002*

**Principal**

Hopkins Street Elementary, New Iberia, Louisiana  
 Provided educational leadership for the purpose of improving instruction in the school; chief administrator and instructional supervisor responsible for the total school program inclusive of but not limited to supervision of faculty, staff and students; the establishment of good public relations in the community; the care and maintenance of the physical plant; school finances (collection and expenditures); the organization of the school program to insure the best instructional program for the students of the school, and the management of Professional Development School Interns in collaboration with the University of Louisiana at Lafayette.

*1998 to 1999*

**Assistant Principal**

Iberia Middle School, New Iberia, Louisiana  
 Responsible for assisting with operations of the school in any capacity necessary.

*1998 to 2002*

**Adjunct Professor**

University of Southwestern Louisiana, Lafayette, Louisiana  
 Instructor and advisor for undergraduate and graduate students; educational design and research; and facilitator of educational inquiry.

*1994 to 1998*

**Guidance Counselor**

Iberia Middle School, New Iberia, Louisiana  
 Responsible for individual and group counseling; vocational planning; character development strategies; parental workshops; community liaison; co- author of large group affective curriculum – Advisory.

*1996 Fall*

**Graduate Assistant**

University of Southern Mississippi, Hattiesburg, Mississippi  
 Department of Educational Leadership and Research  
 Duties included extensive research on topics such as gender bias, gender equity, and females in educational administration; teaching a course in Foundations in Education and preparation of visuals for nationwide presentations given by mentor professor.

*1985 to 1994*

**Teacher (Social Studies)**

New Iberia Freshman High School, New Iberia, Louisiana  
 Duties included preparing lesson plans; appropriate presentations of lessons; consideration of individual learning differences; testing and assessment.

*1989 to 1990*

**Job Training Partnership Act Instructor**

Instructor in the JTPA after-school program that targets increased student achievement and employability skills for at-risk youth.

*1985 Spring*

**Teacher (Secondary Social Studies Certified)**

New Iberia Junior High School, New Iberia, Louisiana  
 Duties included increasing student motivation and student achievement; planning of lessons; testing and assessment; increasing parental involvement in student affairs.



**NOTABLE PROFESSIONAL QUALITIES**

Excellent Organizational Skills  
 People-Oriented  
 Task Driven  
 Problem Solver/Solution Driven  
 Well Developed Communication Skills  
 Gap Analysis Processor  
 Forward Thinking and Relatable  
 Reflective with Excellent Interpersonal Skills  
 Process and Policy Oriented

**UNIVERSITY TEACHING:  
 University of Louisiana at Lafayette**

<b>COURSE NUMBERS</b>	<b>COURSE TITLE</b>	<b>CREDITS</b>
<i>UNDERGRADUATE</i>		
EDFL 105	Introduction to Educational Foundations	3
EDFL 106	Introduction to Education	3
EDFL 151	Counseling and Orientation	1
EDFL 201	Teaching, Learning and Growth	3
EDFL 205	Introduction to Education	3
<i>GRADUATE</i>		
EDLD 810	Leadership Theory and Practice	3
EDLD 500	Vision and Leadership	3
EDLD 503	Culture and Participative Leadership	3
EDLD 507	Internship	3
EDLD 511	Community Engagement	3
EDFL 450/459	Measurement and Evaluation (Elementary/Secondary)	3
EDFL 501	Educational Research	3
EDFL 505	Theories of Learning	3
EDFL 506	History of American Education	3
EDFL 520	Principles of School Administration	3
EDFL 525	School-Community Relations	3
EDFL 533	School Finance	3
EDFL 532/534	Principalship (Elementary/Secondary)	3
EDFL 541/543	Supervision of Instruction (Elementary/Secondary)	3
EDFL 545	School Personnel Administration	3
COUN 537	Career and Lifestyle Development	3
IREL 495G	Educational Technology	3

**UNIVERSITY TEACHING:  
Walden University  
ONLINE**

COURSE NUMBERS	COURSE TITLE	CREDITS
<i>GRADUATE</i>		
EDUC 7201/6201	Communication and Collaboration for Leaders	3
EDUC 7202/6202	Ensuring Quality Education for Students with Diverse Needs	3
EDUC 7207/6207	Leading Curriculum Initiatives: Literacy and Mathematics	3
EDUC 7208/6208	Recruiting, Evaluating and Retaining School Personnel	3

**UNIVERSITY TEACHING  
Framingham State University  
ONLINE**

COURSE NUMBERS	COURSE TITLE	CREDITS
<i>GRADUATE</i>		
EDLE 947	Systems Approach to Educational Finance	3

**DOCTORAL CANDIDATE COMMITTEES (MEMBER):**

Candidates: Danielle Key (2023), Shontell Blake (2019), Helen Kailiti (2018), Terrilyn Singleton Woods (2019), Shirley Thibodeaux (2019), Marquia Whitehead (2017), Raphael Tillman(2015); Kira Berggren (2012), Schelia Robertson (2011), Kelly Joseph (2011), Virginia Lewis (2011), MIHIR (2010), Christel R. O'Quin (May 2009)

**PUBLICATIONS IN NATIONAL REFEREED JOURNALS**

Bellar, D., Roberts, N., & **Montgomery, P.** (2016). Faculty Input in Evaluation for a College with Many Disciplines, *New Prairie Press, Kansas State University Libraries*. Retrieved from <http://newprairiepress.org/accp/2016/Evaluation/8>.

Gonsoulin, W., **Montgomery, P.**, & Ward, R. (2007). Middle school students' perception of science and scientists: Has the perception changed over the decades? How does that perception differ by race? *Journal of the Research Association of Minority Professors*, 9(1), 20-33.

Grove, R. & **Montgomery, P.** (2003). Educational equity in America: Is education the great equalizer? *The Professional Educator*, 25(2), 23-29.

**Montgomery, P.** & Grove, R. (2003). Visionary leaders by design. *Advancing Women in Leadership Journal*, Retrieved from [http://www.advancingwomen.com/awl\\_spring2003/MONTGO~1.HTML](http://www.advancingwomen.com/awl_spring2003/MONTGO~1.HTML)

Grove, R. & **Montgomery, P.** (2000). Women and the leadership paradigm: Bridging the gender gap. National Forum of Educational Administration and Supervision Journal, 17E(4), 38-46.

#### **PUBLICATIONS SUBMITTED TO NATIONAL REFERRED JOURNALS**

**Montgomery, P.**, & Gonsoulin, W. (2005). Culturally responsive classrooms for at-risk populations: A study of one rural elementary school. (Submitted to Journal of the Research Association of Minority Professors; May 2005).

**Montgomery, P.** & Boudreaux, K. (2004). Transitions: What's a new principal gotta do? (Submitted to UCEA Journal of Cases in Educational Leadership; December 30, 2004).

Boudreaux, K. & **Montgomery, P.** (2004). Teacher vs. counselor: Who should counsel students? (Submitted to UCEA Journal of Cases in Educational Leadership; December 30, 2004).

#### **EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)**

Grove, R., & **Montgomery, P.** (2000). Women and the leadership paradigm: Bridging the gender gap. (Report No. CS EA 031 031). (ERIC Document Reproduction Service No. ED 452614).

Grove, R., Fontenot, C., & **Montgomery, P.** (2003). Tomorrow's leaders: Who are they and how will they lead? (Submitted to ERIC October 13, 2003).

**Montgomery, P.**, Ranney, L., & Grove, R. (2003). High-stakes tests verses high-quality education. (Submitted to ERIC October 13, 2003).

**Montgomery, P.**, Roberts, M., & Grove, R. (2003). English language learners: An issue of educational equity. (Report No. FL 027 915). (ERIC Document Reproduction Service No. ED 482 753).

Grove, R., Jones-Dobbins, V., & **Montgomery, P.** (2003). Cultural relevance: Connecting culture with content as an effective teaching strategy for African American students. (Submitted to ERIC October 13, 2003).

#### **MODULE DEVELOPMENT: AUTHOR**

**Montgomery, P.** (2009). First-year Seminar Training Series. Requested by the UL Lafayette SACS QEP Committee, University of Louisiana at Lafayette, Lafayette, Louisiana.



**MODULE DEVELOPMENT: CONTRIBUTING AUTHOR**

Louisiana Mentoring Module: Assessing Readiness – Qualities of Effective Mentoring – Building Capacity for Effective Mentors. (2006). Louisiana State Department of Education. Baton Rouge, Louisiana.

Mentoring Competency-Based Internships: A Skills Training Program for Mentors of School Leaders. (2006). Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.

Developing Internship Programs for School Leaders: A How-to-Guide for University and School District Partners. (2006). Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders, Atlanta, Georgia.

**UL LAFAYETTE: SELF-STUDY for the Accrediting Bodies of NCATE and CAEP**

Davis, T., **Montgomery, P.**, & Daspit, T. (2016). Standard 1: Content and pedagogical knowledge. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study* (pp. 10-15 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Beard, D., & **Montgomery, P.** (2016). Standard 2: Clinical partnerships and practice. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study* (pp. 17-21 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Davis, T., & **Montgomery, P.** (2016). Standard 3: Candidate, quality, recruitment and selectivity. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study* (pp.21-27 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Begnaud, L., & **Montgomery, P.** (2016). Standard 4: Program impact. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study* (pp.27- 30 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Adams, M., Begnaud, L., & Davis, T. (2016). Standard 5: Provider quality, continuous improvement and capacity. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study* (pp.30-35 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Pinkett, E. (2009). Conceptual framework. The responsive professional. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 5 – 10). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.

- Daspit, T. & **Montgomery, P.** (2009). Standard 1: Candidate knowledge, skills & professional dispositions. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 11 – 33). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Williams, D. & Boudreaux, K. (2009). Standard 2: Assessment system and unit evaluation. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 34-45). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Mayers, E. (2009). Standard 3: Field experiences and clinical practice In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 46-62). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Taylor, E. (2009). Standard 4: Diversity. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp.63-76). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Beard, M. (2009). Standard 5: Faculty qualifications, performance and development. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 77-90). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Foret, C. (2009). Standard 6: Unit governance resources. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 91-105). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Pinkett, E. (2004). Conceptual framework. The responsive professional. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 12-23). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Dack, G. (2004). Standard 1: Candidate knowledge, skills & professional dispositions. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 24-48). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Flaitz, J. (2004). Standard 2: Assessment system and unit evaluation. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 49-59). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Mayers, Edye (2004). Standard 3: Field experiences and clinical practice. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study*



(pp. 60-76). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.

Gonsoulin, W. (2004). Standard 4: Diversity. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp.77-83). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.

Beard, M. (2004). Standard 5: Faculty qualifications, performance and development. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 84-91). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.

Foret, C. (2004). Standard 6: Unit governance resources. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education NCATE Self-Study* (pp. 92-99). Report submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.

#### **UL LAFAYETTE:CAEP SELF-STUDY ADDENDUM**

Daspit, T., **Montgomery, P.**, & Begnaud, L. (2017). Standard 1: Content and pedagogical knowledge. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study Addendum* (pp.4-25 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Beard, D., & **Montgomery, P.** (2017). Standard 2: Clinical partnerships and practice. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study Addendum* (pp.26-45 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Davis, T., & **Montgomery, P.** (2017). Standard 3: Candidate, quality, recruitment and selectivity. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study Addendum* (pp.46- 70 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Begnaud, L., & **Montgomery, P.** (2017). Standard 4: Program impact. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study Addendum* (pp.71-89 ). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Adams, M., Begnaud, L., & Davis, T. (2017). Standard 5: Provider quality, continuous improvement and capacity. In **P. Montgomery (Ed)**, *University of Louisiana at Lafayette College of Education CAEP Self-Study Addendum* (pp. 90-109). Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

**NCATE/CAEP ANNUAL REPORTS**

- Montgomery, P.** (2013). 2012 Part C of the AACTE/NCATE Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette NCATE Annual Report 2011-2012*. Submitted to the National Council for the Accreditation of Teacher Education (NCATE), Washington, D.C.
- Montgomery, P.** (2014). 2014 EPP Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette Council for Accreditation of Educator Preparation (CAEP) Annual Report 2012-2013*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.
- Montgomery, P.** (2015). 2015 EPP Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette Council for Accreditation of Educator Preparation (CAEP) Annual Report 2013-2014*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.
- Montgomery, P.** (2016). 2016 EPP Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette Council for Accreditation of Educator Preparation (CAEP) Annual Report 2014-2015*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.
- Montgomery, P.** (2017). 2017 EPP Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette Council for Accreditation of Educator Preparation (CAEP) Annual Report 2015-2016*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.
- Montgomery, P.** (2018). 2018 EPP Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette Council for Accreditation of Educator Preparation (CAEP) Annual Report 2017-2018*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.
- Montgomery, P.** (2019). 2019 EPP Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette Council for Accreditation of Educator Preparation (CAEP) Annual Report 2018-2019*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.
- Montgomery, P.** (2020). 2020 EPP Annual Report. In **P. Montgomery & T. Davis** (Eds.), *University of Louisiana at Lafayette Council for Accreditation of Educator Preparation (CAEP) Annual Report 2018-2019*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.



**CAEP SPECIALIZED PROFESSIONAL ASSOCIATION REPORTS****Fall 2017**

Tolley, L. (Fall 2017). Secondary English NCTE SPA Program Report. In **P. Montgomery & T. Davis (Eds.)**, *University of Louisiana at Lafayette College of Education CAEP Program Report*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

**SPRING 2017**

Wadsworth, D. & Ruiz, M.(Spring 2017). SPED MAT: Elementary Education and SPED Mild/Moderate Grades 1-5 CEC SPA Program Report. In **P. Montgomery (Ed.)**, *University of Louisiana at Lafayette College of Education CAEP Program Report*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Wadsworth, D. & Ruiz, M. (Spring 2017). SPED MAT: Secondary Education and SPED Mild/Moderate Grades 6-12 CEC SPA Program Report. In **P. Montgomery (Ed.)**, *University of Louisiana at Lafayette College of Education CAEP Program Report*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

Pitre, A., Davis, T., & **Montgomery, P.** (Spring 2017). Early Childhood Education NAEYC SPA Program Report: Response to Conditions. In **P. Montgomery & T. Davis (Eds.)**, *University of Louisiana at Lafayette College of Education CAEP Program Report*. Submitted to the Council for the Accreditation of Educator Preparation (CAEP), Washington, D.C.

**FALL 2016**

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**SPRING 2016**

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- Briggs, C. (2016). Education of the Gifted M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2015-2016. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

Olivier, D. (2016). Educational Leadership Ed.D. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2015-2016. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

DeFavero, F. (2016). Educational Leadership M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2015-2016. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

## 2015

Briggs, C. (2015). Center for Gifted Education SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2014-2015. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

Esters, I. (2015). Counselor Education M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2014-2015. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

Sheppard, P.(2015). Curriculum and Instruction B.S. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2014-2015. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment

Sheppard, P. (2015). Curriculum and Instruction M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2014-2015. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

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DeFavero, F. (2015). Educational Leadership M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

## 2014

Briggs, C. (2014). Center for Gifted Education SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Esters, I. (2014). Counselor Education M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Sheppard, P. (2014). Curriculum and Instruction B.S. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Sheppard, P. (2014). Curriculum and Instruction M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Briggs, C. (2014). Education of the Gifted M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Roberts, N. (2014). Educational Leadership Ed.D. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

DeFavero, F. (2014). Educational Leadership M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.



**2013**

Briggs, C. (2013). Center for Gifted Education SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2012-2013. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Esters, I. (2013). Counselor Education M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2012-2013. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Sheppard, P. (2013). Curriculum and Instruction B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2012-2013. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

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Briggs, C. (2013). Education of the Gifted M.ED. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2012-2013. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Roberts, N. (2013). Educational Leadership Ed.D. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2012-2013. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

Roberts, N. (2013). Educational Leadership M.ED. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2012-2013. Submitted to the University of Louisiana at Lafayette Institutional Planning and Effectiveness.

**AUTHOR/CO-AUTHOR/EDITOR: VARIOUS SPECIALIZED REPORTS/PROPOSALS**

2012                      **Request for Approval Report: College of Education MED Curriculum and Instruction Program through Distance Learning Technologies**

2011-Present           **National Council on Teacher Quality (NCTQ) Report**  
Data collection and report required by the UL System.

- 2011-Present **Value-Added Programmatic Intervention Corrective Action Plan**  
Subject Areas: English (Alternative Certification); Science (Alternative Certification and Traditional Grades 1-5); Social Studies (Traditional Grades 1-5)
- 2010 **College of Education Program Prioritization Plan**  
Author of this required report requested by the UL Lafayette Provost Office for the strategic planning process of academic program coordination, collaboration and continuation.
- 2010 to Present **College of Education Weave On-Line Assessment Program for SACS Report**  
Facilitator of this data collection process required by the Vice President of Institutional Effectiveness.
- 2010 to Present **College of Education NCATE/CAEP Annual Reports**  
Completion and submission of the Annual Report required by NCATE/CAEP.
- 2010 to 2016 **Non-Public School Leaders Certification Series 2010**  
Author and implementation facilitator of the proposal for the Non-Public School Leaders Certification Program in Administration. This academic program was approved by the UL System Board (August 2011) and by the Board of Regents (September 2011). Implementation: January 2012.
- 2010 to Present **Handbook for Teacher Interns, Cooperating Teachers, School Administrators and University Supervisors 2010-2011 (Revised)**  
Contributor and co-editor of this revised handbook.
- 2010 to Present **College of Education Clinical Field-experience Handbook Revised**  
Contributor and co-editor of this revised handbook; Co-chair of the COE Clinical Field-Experience Revision Committee.
- 2009 to Present **College of Education National Council for the Accreditation of Teacher Education (NCATE) 2009 Institutional Report (MET)**  
An in-depth institutional report submitted to NCATE for assessment and evaluation of the undergraduate and graduate programs with regard to the following standards:
- Conceptual Framework
  - Standard 1: Candidate Knowledge, Skills and Dispositions
  - Standard 2: Assessment System and Unit Evaluation
  - Standard 3: Field Experiences and Clinical Practice
  - Standard 4: Diversity
  - Standard 5: Faculty Qualifications, Performance and Development
  - Standard 6: Unit Governance and Resources

The institutional report also is comprised of information from the Specialized Professional Associations (SPA) whereby in-depth reports are also written for their review. Those SPAs are as follows:

- Early Childhood Education (NAEYC)
- Elementary Education (ACEI)
- Gifted Education (NAGC)
- Middle School (AMLE)
- Physical Education (NASPE)
- School Building Leadership Level (ELCC)
- Secondary English (NCTE)
- Secondary Foreign Language (ACTFL)
- Secondary Math (NCTM)
- Secondary Science (NSTA)
- Secondary Social Studies (NCSS)
- SPED (CEC)

2009 to Present

**NCATE/CAEP Steering Committee, Chair (Associate Dean)**

Committee designed to collaboratively examine the needs of each NCATE/CAEP Standard for the purpose of aligning our College strengths and areas of concern.

NCATE Visit: November 2004; All Standard Met – No AFI (Areas for Improvement)

NCATE Visit: November 7 -11, 2009; All Standards Met; No Areas for Improvement.

CAEP Visit: April 2017; All Standards Met; One Stipulation

2009 to Present

**College of Education Specialized Professional Association Accreditation Status**

Specialized Professional Association (SPA)	Accreditation Status	Thru Dates
Elementary Education (Association for Childhood Education International)	Recognized	2.1.2022
Early Childhood Education (National Association for the Education of Young Children)	Recognized	2.1.2024
Gifted Education (National Association for Gifted Children)	Recognized	2.1.2025
Middle School Education (Association for Middle Level Education)	Recognized	2.1.2024
Physical Education 2008 Standards (National Association for Sport and Physical Education)	Recognized	8.1.2024

School Building Leadership Level 2011 Standards ((Educational Leadership Constituent Council)	Recognized	2.1.2024
Secondary English (National Council of Teachers of English)	Recognized	8.1.2026
Secondary Math Education (National Council of Teachers of Mathematics)	Recognized	2.1.2022
Secondary Science Education (National Science Teachers Association)	Recognized	8.1.2024
Secondary Social Studies Education (National Council for the Social Studies)	Recognized	8.1.2024
SPED MAT: Elementary Ed & SPED M/Mod Gr. 1-5 (Council for Exceptional Children)	Recognized with Conditions	8.1.2019
SPED MAT: Secondary Ed & SPED M/Mod Gr. 6-12 (Council for Exceptional Children)	Recognized with Conditions	8.1.2019

### PROFESSIONAL PRESENTATIONS AT INTERNATIONAL CONFERENCES

Brown, E. & **Montgomery, P.** (2000, November). *On –Line Assessment Tools*. 13<sup>th</sup> Annual International Conference on Technology in Collegiate Mathematics, Atlanta, Georgia.

### PROFESSIONAL PRESENTATIONS AT NATIONAL CONFERENCES

**Montgomery, P.S.** (2020, February). *Electronic Aggression and the Youth of Tomorrow (Revisited)*. Paper presented at the 39<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Austin, Texas.

**Montgomery, P.S.** (2019, February). *Teaching and Learning through STEM an the Professional Learning Communities Process*. Paper presented at the 38<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, New Orleans, Louisiana.

**Montgomery, P.S.** (2018, February). *Mining the “IT” Factor at the T.M. Landry College Preparatory School: An Examination of the Belief Factor*. Paper presented at the 37<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Nashville, Tennessee.

**Montgomery, P.S.,** Whitehead, M., & Jackson, D. W. (2017, February). *African-American Women in Leadership, the Glass Ceiling and the Impact of the Angry Black Woman*. Paper presented at the 36<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Atlanta, Georgia.



- Jackson-Scott, M., **Montgomery, P.S.**, Trahan, M., & Abington-Pitre, A. (2017, February). *Responding to the Challenge: Best Practices for First-Generation College Students in Teacher Education Programs*. Paper presented at the 36<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Atlanta, Georgia.
- Jackson, D.W., & **Montgomery, P.S.** (2017, February). *Invitational Education for Urban Schools: Promoting a Positive Arts Infused Culture*. Paper presented at the 36<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Atlanta, Georgia.
- Montgomery, P.S.**, Davis, T. & Autin, N. (2016, February). *School Transformation: The Fundamental Factor...School Culture*. Paper presented at the 35<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Houston, Texas.
- Davis, T.C., Autin, N. & **Montgomery, P.S.** (2016, February). *Disposition of Effective Teachers: What are Teacher Candidates Telling Us?* Paper presented at the 35<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Houston, Texas.
- Bellar, D., Roberts, N., & **Montgomery, P.** (2016, March). *Faculty Input in Evaluation for a Department with Many Disciplines*. Paper presented at the Academic Chairperson Conference, Charleston, South Carolina.
- Montgomery, P.S.** (2015, February). *Body Language in Leadership*. Paper presented at the 34<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Washington, D.C.
- Montgomery, P. S.** (2014, February). *Is COMPASS the Alpha or Omega of Louisiana Reform?* Paper presented at the 33<sup>rd</sup> Annual Research Association of Minority Professors (RAMP) Conference, New Orleans, Louisiana.
- Davis, D., & **Montgomery, P.** (2013, February) *A Phenomenological Study of the Leadership Development of African American Women Executives in Academia and Business*. Paper presented at the 32<sup>nd</sup> Annual Research Association of Minority Professors (RAMP) Conference, Montgomery, Alabama.
- Montgomery, P.**, & Davis, D. (2013, February). *Louisiana's Educational Reform: Dealing with an Unpredictable Product*. Paper presented at the 32<sup>nd</sup> Annual Research Association of Minority Professors (RAMP) Conference, Montgomery, Alabama.
- Montgomery, P.S.** (2012, February). *Managing the New Normal: A Framework for Transformation*. Paper presented at the 31<sup>st</sup> Annual Research Association of Minority Professors (RAMP) Conference, Houston, Texas.



Davis, J., Pitre, A., Trahan, M., **Montgomery, P.**, & Jackson-Scott, M. (2012, February). *The Journey to Becoming a Teacher: Enhancing Teacher Education Programming for First-Generation and Low Income Students*, Paper presented at the 31<sup>st</sup> Annual Research Association of Minority Professors (RAMP) Conference, Houston, Texas.

**Montgomery, P.S.**, Growe, R., & McCann, S. (2011, February). *Higher Education and the "On-Line" Game*. Paper presented at the 30<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Coppin State University, Baltimore, Maryland.

Growe, R., & **Montgomery, P.S.** (2011, February). *The New Inquiry in Education: Reshaping the Skill Demands of Today's Students*. Paper presented at the 30<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Copping State University, Baltimore, Maryland.

**Montgomery, P.S.**, Growe, R., & Sanders, M.M. (2010, February). *Social Networking: Precepts, Possibilities and Problems..* Paper presented at the 29<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Prairie View A&M University, Houston, Texas.

Growe, R., & **Montgomery, P.S.** (2010, February). *The New Normal in Higher Education: Change in the Face of Uncertainty*. Paper presented at the 29<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Prairie View A&M University, Houston, Texas.

**Montgomery, P.S.** (2010, July). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders, Louisville, Kentucky.

**Montgomery, P.S.** (2010, March), *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders, Atlanta, Georgia.

**Montgomery, P.S.** (2009, October), *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders, Atlanta, Georgia.

**Montgomery, P.S.** (2009, April). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.

**Montgomery, P.S.** & Growe, R. (2009, February). *Electronic Aggression and the Youth of Tomorrow*. Paper presented at the 28<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Montgomery, Alabama.

Growe, R., Trahan, M., & **Montgomery, P.S.** (2009, February). *Meta-Leadership and Joint Educational Leadership: A Model for Connectivity in Addressing Disparities Among Minority Populations*. Paper presented at the 28<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Montgomery, Alabama.

- Montgomery, P. S.** (2008, October). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.
- Montgomery, P.S.** (2008, April). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.
- Montgomery, P.S.,** Growe, R. & Smothers, R. (2008, February). *Learning Style Preferences and the African-American Male: An Introspective View from the Middle School Level*. Paper presented at the 27<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Houston, Texas.
- Growe, R., **Montgomery, P.S.,** Smothers, R. & delFavero, F. (2008, February). *Meta-Leadership: A New Leadership Paradigm Involving Participatory Collaboration in Health Care for Minority Populations*. Paper presented at the 27<sup>th</sup> Annual Research Association of Minority Professors Conference, Houston, Texas.
- Montgomery, P.** (2007, October). *Building and Leading Effective School Improvement Teams: A training session for school leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.
- Montgomery, P.** (2007, July). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. New Orleans, Louisiana.
- Montgomery, P.** (2007, March). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.
- Montgomery, P.** & Growe, R. (2007, February). *Learning styles and the African American male*. Paper presented at the 26<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Howard University, Washington, D.C.
- Growe, R., **Montgomery, P.,** delFavero, F. & Smothers, R. (2007, February). *Teacher Preparation and Educational Leadership Training Programs: Are They Missing the Mark in the Education of African American Males?* Paper presented at the 26<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Howard University, Washington, D.C.
- Montgomery, P.** (2006, October). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.

- Montgomery, P.** (2006, July). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Orlando, Florida.
- Montgomery, P.** (2006, January). *Creating a High-Performance Learning Culture: Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.
- Montgomery, P.** (2005, October). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.
- Montgomery, P.,** Grove, R. & Smothers, R. (2005, March). *Closing the Achievement Gap Through Culturally Responsive Practices*. Paper presented at the 24<sup>th</sup> Annual Research Association for Minority Professors (RAMP), Texas Southern University, Houston, Texas.
- Grove, R., Smothers, R., **Montgomery, P.,** & Gonsoulin, W. (2005, March). *A New Vision for School Leaders in the Education of African-American Males*. Paper presented at the 24<sup>th</sup> Annual Research Association of Minority Professors (RAMP), Texas Southern University, Houston, Texas.
- Smothers, R., Grove, R., Gonsoulin, W. & **Montgomery, P.** (2005, March). *The Access Dilemma Part 1: Unspoken Factors that Contribute to the Underachievement of Minority and Low-income Students*. Paper presented at the 24<sup>th</sup> Annual Research Association of Minority Professors (RAMP), Texas Southern University, Houston, Texas.
- Montgomery, P.** & Grove, R. (2004, February). *Strategies for Closing the Achievement Gap: Research in progress*. Paper presented at the 23<sup>rd</sup> Annual Research Association of Minority Professors (RAMP) Conference, Texas Southern University, Houston, Texas.
- Grove, R. & **Montgomery, P.** (2004, February). *Cultural Relevance: Connecting Culture With Content as an Effective Teaching Strategy for African American Students*. Paper presented at the 23<sup>rd</sup> Annual Research Association of Minority Professors (RAMP). Texas Southern University, Houston, Texas.
- Montgomery, P.,** Grove, R. & Gonsoulin, W. (2003, February). *Vision: A Power Tool for Effective Leadership*. Paper presented at the 22<sup>nd</sup> Annual Research Association of Minority Professors (RAMP). Howard University, Washington, D.C.
- Grove, R., **Montgomery, P.** & Gonsoulin, W. (2003, February). *Enhancing Educational Opportunities for All Students by Closing the Achievement Gap*. A paper presented at the 22<sup>nd</sup> Annual Research Association of Minority Professors (RAMP). Howard University, Washington, D.C.

Gonsoulin, W., Grove, R. & **Montgomery, P.** (2003, February). *A Multidisciplinary Approach to Forestry Using a Middle School Gifted Population*. Paper presented at the 22<sup>nd</sup> Annual Research Association of Minority Professors (RAMP) Conference, Howard University, Washington, D.C.

**Montgomery, P.** & Grove, R. (1999, October). *Women of Vision*. Paper presented at the 13<sup>th</sup> Annual Women in Educational Leadership Conference, University of Nebraska – Lincoln, Lincoln, Nebraska.

Grove, R. & **Montgomery, P.** (1999, October). *Females and Leadership: Bridging the Gender Gap*. University of Nebraska – Lincoln, Lincoln, Nebraska.

### PRESENTATIONS AT STATE CONFERENCES

Myers, B.T. & **Montgomery, P.S.** (2023) *Impact of Middle School Concept*. Paper presented at the Louisiana Education Research Conference, Lafayette, Louisiana.

**Montgomery, P.S.** (2011, June). *Closing the Achievement Gap through High Performance Learning Cultures*. Keynote address and breakout sessions presented at the Closing the Achievement Gap Conference, Nashville, Tennessee.

**Montgomery, P.S.** (2010, April). *Electronic Aggression: Baby Boomers to Millennials*. Paper presented at the Annual LCPEA Spring Conference, Lafayette, Louisiana.

**Montgomery, P.S.** (2009, October). *The Speed of Trust*. Keynote address presented to the Louisiana Personnel Directors Association, Baton Rouge, Louisiana.

**Montgomery, P.S.** (2009, June). *Creating a High-Performance Learning Culture: Special Commission for Targeted Mississippi School Leaders*, Jackson, Mississippi.

**Montgomery, P. S.** (2008, July). *Leading Change*. Keynote address presented at the Alabama State University Principals' Center in School Reform, Brewton, Alabama.

**Montgomery, P.S.** (2008, May). *Leading Cultural Change...Are You Prepared?* Keynote address and workshop facilitator presented to the O.C.I.T.E. Symposia (Langston University and Oklahoma State University Partnership), Tulsa, Oklahoma.

**Montgomery, P. S.** (2008, January). *Creating a High-Performance Learning Culture*. Presentation at the Alabama State University Principals' Center in School Reform, Brewton, Alabama.

**Montgomery, P.** (2007, October). *Louisiana Mentor Module Training*. Presentation at the Louisiana Mentor Module Train-the-Trainer Workshop, University of Louisiana System, New Orleans, Louisiana.



- Montgomery, P.** (2007, August). *Creating a High-Performance Learning Culture: Train-the-Trainer*. Presented to the Delaware Academy for School Leadership (DASL), Dover, Delaware.
- Montgomery, P.** (2007, July). *Building and Leading Effective Teams*. Presented to the Alabama State University Principals' Center in School Reform, Brewton, Alabama.
- Montgomery, P.** (2007, February). *Mentoring for Pre-service and In-service Administrators*. Presented at the Louisiana Mentor Module Training, Baton Rouge, Louisiana.
- Montgomery, P.** (2006, September). *What is a High-performance Learning Culture?* Presentation at the O.C.I.T.E. Symposia – Creating a High-Performance Learning Culture, Langston University/Oklahoma State, Tulsa, Oklahoma.
- Montgomery, P.** (2006, July). *The Dynamics of Leadership*. Keynote address for the Administrators' Conference on Education (ACE) Albuquerque Public Schools, Taos, New Mexico.
- Montgomery, P.** (2006, May). *High-Performance Learning Cultures*. Keynote address for the Alabama State University Principals' Center in School Reform Conference, Brewton, Alabama.
- Montgomery, P.,** Grove, R., & delFavero, F. (2006, April). *Mentoring: An SREB Module*. Paper presented at the Louisiana Council of Professors of Educational Administration (LCPEA) Spring Conference, Louisiana State University at Alexandria, Alexandria, Louisiana.
- Grove, R., **Montgomery, P.** & delFavero, F. (2006, April). *Beginning with the End in Mind: Redesigning Educational Leadership*. Paper presented at the Louisiana Council of Professors of Educational Leadership (LCPEA) Spring Conference, Louisiana State University at Alexandria, Alexandria, Louisiana.
- delFavero, F., Grove, R. & **Montgomery, P.** (2006, April). *Challenges of Developing Quality Field Experiences in Educational Leadership*. Paper presented at the Louisiana Council of Professors of Educational Leadership (LCPEA) Spring Conference, Louisiana State University at Alexandria, Alexandria, Louisiana.
- Montgomery, P.** & Garrette, C. (2005, September). *Creating High-Performance Learning Cultures*. Presentation for the High Priority High Schools School Improvement Conference, Tennessee State Department of Education – Urban Education, Memphis, Tennessee.
- Montgomery, P.** (2005, June). *Closing the Achievement Gap through Culturally Responsive Practices*. Keynote address for the 30<sup>th</sup> Annual LAPCAE (Louisiana Association of Public, Community, and Adult Education) Conference, Baton Rouge, Louisiana.



**Montgomery, P.** (2005, April). *Are We Making the Grade? A Look at Our Educational Leadership Programs*. Paper presented at the Louisiana Council of Professors of Educational Leadership (LCPEA) Spring Conference, Our Lady of Holy Cross College, New Orleans, Louisiana.

Roberts, N., Growe, R. & **Montgomery, P.** (2004, April). *The Influence of SREB on One University's Redesign Program*. Paper presented at the Louisiana Council of Professors of Educational Leadership (LCPEA) Spring Conference, McNeese State University, Lake Charles, Louisiana.

Struminski, R. & **Montgomery, P.** (2004, February). *Creating a High-Performance Learning Culture*. Presentation at the Southern Regional Education Board Leadership Modules Redesign Institute, Southeastern Louisiana University, Hammond, Louisiana.

Roberts, N., Growe, R., & **Montgomery, P.** (2003, April). *Tapping: A Tool to Identify and Support the New Breed of Principal*. Paper presented at the Louisiana Council of Professors of Educational Leadership (LCPEA) Spring Conference, Southeastern Louisiana University, Hammond, Louisiana.

#### **PROFESSIONAL DEVELOPMENT WORKSHOP PRESENTED TO SCHOOLS/DISTRICTS**

**Montgomery, P.S.** (2020). *Arise Champions*. Motivational Speech presented to the Faculty and Staff of the Lafayette Parish School System, Lafayette, Louisiana.

**Montgomery, P.S.** (2019) *Classroom Management for Effective Instruction*. Presented to the Faculty and Staff of Broussard Middle School, Lafayette, Louisiana.

**Montgomery, P.S.** (2016) *Creating a High-Performance School Culture*. Presented to the Faculty and Staff of Elysian Field Middle School, Houma, Louisiana.

**Montgomery, P.S.** (2015) *Creating a High-Performance School Culture*. Presented to the Faculty and staff of Raintree Elementary, Baldwin, Louisiana.

**Montgomery, P.S.** (2015) *Creating a High-Performance School Culture*. Presented to the newly hired teachers of Iberia Parish, New Iberia, Louisiana.

**Montgomery, P.S.** (2013, January). *School Culture/Teaming: Labor Relations*. Presented to the Faculty and Staff of 5 Select Schools in the Memphis City Schools System, Memphis, Tennessee.

**Montgomery, P.S.** (2012, November). *School Assessments for 5 Select Schools in the Memphis City Schools System*, Memphis, Tennessee.

**Montgomery, P.S.** (2012, September) *School Culture/Teaming: Labor Relations*. Presented to the Faculty and Staff of 5 Select Schools in the Memphis City Schools System, Memphis, Tennessee.

- Montgomery, P.S.** (2012, September). *Instructional Leadership*. Presented to select administrators of Robeson County, North Carolina.
- Montgomery, P.S.** (2012, August). *Creating a High-Performance Learning Culture*. Presented to the Faculty and Staff of Creekside High School, Fulton County, GA.
- Montgomery, P.S.** (2012, July). *School Culture/Teaming: Labor Relations*. Presented to the Faculty and Staff of 5 Select Schools in the Memphis City Schools System, Memphis, Tennessee.
- Montgomery, P.S.** (2012, January). *The Rigor of Culture*. Presented to the Faculty and Staff of Broussard Middle School, Broussard, Louisiana.
- Montgomery, P.S.** (2011, August). *The Power of School Culture*. Presented to the Faculty and Staff of Robichaud High School, Dearborn, Michigan.
- Montgomery, P.S.** (2011, August). *The Culture of Rigor*. Presented to the Faculty and Staff of Broadmoor Elementary, Lafayette, Louisiana.
- Montgomery, P.S.** (2011, August). *How to Close the Achievement Gap?* Keynote presented to the Faculty and Staff of East Carroll Parish School System, Lake Providence, Louisiana.
- Montgomery, P.S.** (2011, January/February). *Moving Our School from Good to Great*. Presented to Leadership Teams for East Carroll Parish, Lake Providence, Louisiana.
- Montgomery, P.S.** (2010, October). *The Culture of Rigor*. Presented to Select Mobile County School Leaders, Mobile, Alabama.
- Montgomery, P.S.** (2010, August). *Creating a High-Performance Learning Culture*. Presented to Ossun Elementary Faculty and Staff, Carencro, Louisiana.
- Montgomery P.S.** (2010, June). *Creating a High-Performance Learning Culture*. Presented to the Faculty and Staff of Evangeline Elementary, Lafayette, Louisiana.
- Montgomery, P.S.** (2010, March). *Creating a High-Performance Learning Culture Phase II*. Presented to Fulton County Public Schools Targeted School Leaders, Atlanta, Georgia.
- Montgomery, P.S.** (2009, November). *Distributed Leadership: Creating a High-Performance Collaboration Effort in High Schools*. Presented to Fulton County Public Schools Targeted School Leaders, Atlanta, Georgia.
- Montgomery, P.S.** (2009, August). *Creating a High-Performance Learning Culture*. Presented to Westside Elementary Faculty and Staff, Lafayette, Louisiana.
- Montgomery, P.S.** (2009, August). *Creating a High-Performance Learning Culture*. Presented to Lafayette Parish Early Childhood Faculty, Lafayette, Louisiana.

- Montgomery, P.S.** (2009, August). *Creating a High-Performance Learning Culture*. Presented to Prairie Elementary Faculty and Staff, Lafayette, Louisiana.
- Montgomery, P.S.** (2008, August). *Creating a High-Performance Learning Culture*. Presented to Green T. Lindon Elementary Faculty and Staff, Lafayette, Louisiana.
- Montgomery, P.S.** (2008, August). *Different Does Not Mean Deficient: Differentiated Instruction*. Presented to Abbeville High School and J.H. Williams Middle School Faculty and Staff, Abbeville, Louisiana.
- Montgomery, P.** (2007, November). *How to Mentor in a Rigorous, Standards-based Internship: A Program for Principal Mentors*. Presented to Region IV Area Administrators, Wetlands Center, Lafayette, Louisiana.
- Montgomery, P.** (2007, November). *School-Community Relations*. Presented to the St. Martin Parish Leadership Academy, Breaux Bridge, Louisiana.
- Montgomery, P.** (2007, October). *Creating a High-Performance Learning Culture Part 1*. Presentation for the Vermillion Parish School System New Teacher Professional Development, Abbeville, Louisiana.
- Montgomery, P.** (2007, October). *Ten Essentials of Teamwork*. Presentation for the Lafayette Parish School System Educational Support Staff Conference, Lafayette, Louisiana.
- Montgomery, P.** (2007, September). *Instructional Strategies for Children of Poverty*. Presented to the After School for All: TANF Instructional Staff (Believers' Family Worship Center), New Iberia, Louisiana.
- Montgomery, P.** (2007, September). *Different Does Not Mean Deficient: Marching to the Beat of a Different Drummer*. Presented to the Cecilia Primary Faculty, Cecilia, Louisiana.
- Montgomery, P.** (2007, August). *Different Does Not Mean Deficient: Marching to the Beat of a Different Drummer*. Presented to the Woodvale Elementary Faculty and Staff, Lafayette, Louisiana.
- Montgomery, P.** (2007, January). *Different Does Not Mean Deficient*. Presented to the St. Martin Parish Public School Administrators, Breaux Bridge, Louisiana.
- Montgomery, P.** (2007, January). *Creating a High-Performance Learning Culture*. Presented to the Jefferson County Public School Administrators, Louisville, Kentucky.
- Montgomery, P.** (2007, January). *Creating a High-Performance Learning Culture*. Presented to the Austin-East High School Faculty and Staff, Knoxville, Tennessee.
- Montgomery, P.** (2007, January). *Creating High-Performance Learning Cultures*.

Presented to the Valdosta High School Faculty and Staff. Valdosta, Georgia.

**Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the Cleveland Middle School Faculty and Staff, Albuquerque, New Mexico.

**Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the Eldorado High School Faculty and Staff, Albuquerque, New Mexico.

**Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the West Mesa High School Faculty and Staff, Albuquerque, New Mexico.

**Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the Highland High School Faculty and Staff, Albuquerque, New Mexico.

**Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the West Mesa/Highland Cluster Administrators, Albuquerque, New Mexico.

**Montgomery, P.** (2006, June). *Creating High-Performance Learning Cultures*. Presented to the Del Norte Administrative Cluster, Albuquerque, New Mexico.

**Montgomery, P.** (2006, June). *Creating High-Performance Learning Cultures*. Presented to the Lafayette Parish School System Administrators, Lafayette, Louisiana.

**Montgomery, P.** (2006, January). *Creating High-Performance Learning Cultures*. Presented to the faculty and staff of Thomas Gibbs Elementary School, Four Corners, Louisiana.

**Montgomery, P.** (2005, September). *High Priority High Schools*. Presented at the Tennessee State Department of Education Conference, Memphis, Tennessee.

**Montgomery, P.** (2005, August). *Creating a High-Performance Learning Culture*. Presented to the faculty and staff of Capitol Middle School, Baton Rouge, Louisiana.

**Montgomery, P.** (2005, August). *Creating a High-Performance Learning Culture*. Presented to the faculty and staff of Eden Park Elementary, Baton Rouge, Louisiana.

**Montgomery, P. & Garrette, C.** (2004, September). *Creating a High-Performing Culture*. Presentation at the Tennessee State Department of Education Conference, Memphis, Tennessee.

**Montgomery, P.** (2004, August). *Teaming: The Foundation for Success*. Presented to the faculty and staff of Forest Park Middle School, Forest Park, Georgia.

**Montgomery, P.** (2004, July). *The 8-Step Instructional Process: A Journey Through Continuous Improvement in the Classroom*. Presented to the faculty and staff of Hopkins Street Elementary School, New Iberia, Louisiana.

- Montgomery, P.** (2004, May). *Strategic Planning*. Presentation made at the James A. Jackson Elementary Strategic Planning Leadership Conference 2004-2005, Jonesboro, Georgia.
- Montgomery, P.** (2003, August). *Different Does Not Mean Deficient*. Presented to the faculty and staff of St. Martinville Primary, St. Martinville, Louisiana.
- Montgomery, P.** (2003, August). *Teaming: The Foundation for Success*. Presented to the faculty and staff of James A. Jackson Elementary, Jonesboro, Georgia.
- Montgomery, P.** (2003, May). *Different Does Not Mean Deficient: Marching to the Beat of a Different Drummer*. Presented to the faculty and staff of Jeanerette Middle School, Jeanerette, Louisiana.
- Montgomery, P.** (2003, February – May). *Different Does Not Mean Deficient: Marching to the Beat of a Different Drummer*. A job-embedded professional development service with classroom visits to assess the level of use of the components for effective teaching of children of poverty and the at-risk learner, Hopkins Street Elementary, New Iberia, Louisiana.

#### KEYNOTE ADDRESSES

- Montgomery, P.S.** (2013, January). *Teaching and Learning: The Charlotte Danielson Experience*. Invited presentation for the South Louisiana Community College (SLCC) Convocation, Lafayette, Louisiana.
- Montgomery, P.S.** (2011, October). *Everybody Graduates: Mock Graduation for East Carroll Parish 9<sup>th</sup> Graders*. Keynote address presented to the 9<sup>th</sup> Grade Students of East Carroll Parish, Lake Providence, Louisiana.
- Montgomery, P.S.** (2011, August). *How to Close the Achievement Gap?* Keynote presented to the Faculty and Staff of East Carroll Parish School System, Lake Providence, Louisiana.
- Montgomery, P.S.** (2011, June). Closing the Achievement Gap through High Performance Learning Cultures. Keynote address and breakout sessions presented at the Closing the Achievement Gap Conference, Nashville, Tennessee.
- Montgomery, P.S.** (2010, October). *Becoming the Best Teacher You Can Be!* Keynote address presented at the Delta Kappa Pi Fall Meeting (UL Lafayette Chapter), Lafayette, Louisiana.
- Montgomery, P.S.** (2009, October). *So... You Want to Be a Teacher?* Keynote address presented at the Delta Kappa Phi Fall Meeting (UL Lafayette Chapter), Lafayette, Louisiana.



- Montgomery, P.S.** (2008, September). *Advising and Retention*. Keynote address for University of Louisiana Faculty and Staff hosted by Junior Division, Lafayette, Louisiana.
- Montgomery, P.S.** (2008, March). *Women in the Workplace: What Makes Good Leaders?* Presentation for the 2<sup>nd</sup> Annual Women's History Conference at the University of Louisiana at Lafayette (Office of Diversity), Lafayette, Louisiana.
- Montgomery, P.** (2007, June). *...So You Think You Want to be a Mentor?* Keynote address presented for the AMPS (Apprenticeship & Mentoring Programs for Students) Professional Development. NRG Energy, Inc., New Roads, Louisiana.
- Montgomery, P.** (2007, March). *Charting Our Course: The Status of Women in the Profession Today*. Panelist for the Women's History Month Celebration, University of Louisiana Lafayette Department of History & Women's Studies, Lafayette, Louisiana.
- Montgomery, P.** (2006, July). *The Dynamics of Leadership*. Keynote address for the Administrators' Conference on Education (ACE) Albuquerque Public Schools, Taos, New Mexico.
- Montgomery, P.** (2005, June). *Closing the Achievement Gap through Culturally Responsive Practices*. Presentation for the 30<sup>th</sup> Annual LAPCAE (Louisiana Association of Public, Community, and Adult Education) Conference, Baton Rouge, Louisiana.
- Montgomery, P.** (2005, June). *Rigor, Relationships, and Relevance*. Keynote address for the 30<sup>th</sup> Annual LAPCAE (Louisiana Association of Public, Community, and Adult Education) Conference, Baton Rouge, Louisiana.
- Montgomery, P.** (2005, February). *Quality Leadership Matters: A Professional Dialogue*. Panel 2 Moderator (Higher Educational and the New Principalsip), Board of Regents Symposium, Baton Rouge, Louisiana.
- Montgomery, P.** (2004, August). *Becoming a Professional: Dress for Success*. Motivational Speaker for the UL Lafayette's College of Education Department of Teacher Clinical Experiences (Teacher Interns), Lafayette, Louisiana.
- Montgomery, P.** (2004, March). *The Promise of Education*. Motivational speaker for the Westgate High School Chapter of the National Honor Society, New Iberia, Louisiana.
- Montgomery, P.** (2004, Spring). *Diversity in Schools*. Presentation for the Teaching Academy for the College of Education, U L Lafayette, Lafayette, Louisiana.
- Montgomery, P.** (2004, March). *Beat the LEAP*. Motivational Speaker for the Hopkins Street Elementary 2004 LEAP/IOWA Rally, New Iberia, Louisiana.
- Montgomery, P.** (2004, January). *Working toward Building Better Families*. Keynote address for the Louisiana Conference on Health and Hospitals Social Welfare Division Region 6, Henderson, Louisiana.

**Montgomery, P.** (2003, November). *Steppin' into Success*. Featured speaker for the Westgate High School Student Council Family Banquet, New Iberia, Louisiana.

**Montgomery, P.** (2003, October). *Hopkins Elementary Chooses to Be Drug Free*. Featured Speaker for the Hopkins Elementary 2003 Drug Free Rally, New Iberia, Louisiana.

**Montgomery, P.** (2003, May). *What Happens When Communities Care?* Featured Speaker for the Loreauville High School Community Appreciation Banquet, Loreauville, Louisiana.

**Montgomery, P.** (2003, March). *Beating the LEAP*. Featured Speaker for the Hopkins Street Elementary LEAP Rally, New Iberia, Louisiana.

**Montgomery, P.** (2002, August). *Accepting the Challenge*. Featured speaker for the Iberia Parish School Summer Commencement, Iberia Parish School Board, New Iberia, Louisiana.

**Montgomery, P.** (2001, October). *Teacher Placement and Induction*. Invited Speaker for the Educational Leadership Seminar, Southern University, Baton Rouge, Louisiana.

**Montgomery, P.** (2001, February). *What's Your Leadership Style?* Invited Speaker for the Academy for Aspiring Leaders: Principal Candidates (Grant), University of Louisiana at Lafayette, Lafayette, Louisiana.

**Montgomery, P.** (2000, July). *Teaching Students in the New Millennium*. Invited Speaker for the Approached to School Improvement: The Multi-Cultural Dimension Symposium, University of Louisiana at Lafayette, Lafayette, Louisiana.

**Montgomery, P.** (1999, March). *What's Your Leadership Style?* Invited Speaker for the Educational Leadership Seminar, Southern University, Baton Rouge, Louisiana.

**Montgomery, P.** (1998, April). *What's Your Learning Style?* Invited Speaker for the Waveland Elementary Staff Development, Waveland Elementary School, Waveland, Mississippi.

## **NATIONAL SCIENCE FOUNDATION GRANT EVALUATOR**

2019 – 2021

### **National Science Foundation Grant Evaluator**

Southern University of New Orleans, New Orleans, LA  
Project Name: Impact of Robert Noyce Grant on Preparation of STEM Teachers

2020

### **National Science Foundation Grant Evaluator**

Southern University and A&M College, Baton Rouge, LA  
Project Name: Targeted Infusion Project: A Computer Engineering Research Lab (CERL)

**GRANTS**

- 2021 Fall                      **2020 Trio Grant (Emphasis: First Generation Education Majors)**  
 Co-Principal Investigator of grant designed to enhance the number of first generation college students in the College of Education.  
 Award Granted: \$1.2 million dollars over a 5 year period
- 2016 Fall                      **2015 Trio Grant (Emphasis: First Generation Education Majors)**  
 Co-Principal Investigator of grant designed to enhance the number of first generation college students in the College of Education.  
 Award Granted: \$1.2 million dollars over a 5 year period
- 2010 Fall                      **2009 Trio Grant (Emphasis: First Generation Education Majors)**  
 Co-Principal Investigator of grant designed to enhance the number of first generation college students in the College of Education.  
 Award Granted: \$1.1million (\$220,000 per year for 5 years)
- 2005 Summer                **2005 Summer Research Award**  
 Recipient of this award granted by the University of Louisiana at Lafayette. Originally awarded for Summer 2004, however this endeavor was not fulfilled until Summer 2005 due to request by the Dean to serve as the NCATE Coordinator for the College of Education.  
 Submitted: October 2004 (University of Louisiana at Lafayette)  
 Awarded Potential: \$5100.00 (Funded)
- 2004 Summer                **2004 Summer Research Award**  
 Recipient of this award granted by the University of Louisiana at Lafayette. The conceptual framework of this project will be designed to create realty-based case studies to be utilized with the upcoming Doctor of Education Degree program as well as the newly redesigned Master's program.  
 Submitted: October 2003 (University of Louisiana at Lafayette)  
 Award Potential: \$4900.00 (Funded)(Postponed due to NCATE efforts.)
- 2003 Summer                **2003 Summer Research Award**  
 Principal investigator of this proposal to create a distance learning – web based course to be implemented in the upcoming Doctor of

Education Degree program regarding Leadership Models and Theories.  
 Submitted: October 2002 (University of Louisiana at Lafayette)  
 Award Potential: \$4800.00 (Funded)

2002 September

**Ventures in Leadership Grant 2002**  
 Co-principal investigator of this proposal to enhance and increase educational administrative recruits through a structured academy for potential leaders.  
 Submitted: September 12, 2002  
 Award Potential: \$50,000.00 (Not funded).

2002 July

**School Leadership Program Grant 2002**  
 Co-principal investigator of this proposal designed to structure leadership modules in St. Martin Parish in schools identified as high need areas.  
 Submitted: July 2002 (Not funded).  
 Award Potential: \$396,068.69

**COMMITTEES**

**UNIVERSITY COMMITTEES**

- 2022 – Present                    **UL Lafayette Strategic Planning Committee**  
   **“Enhancing Organizational Culture”**  
   UL Lafayette Strategic Plan Sub-Committee
  
- 2018 to 2020                    **UL Lafayette Associate Deans Council**  
   Council of Associate Deans
  
- 2015 to Present                **University of Louisiana at Lafayette Assessment Council**  
   Charged with the task of collecting data from all units of the institution for SACS Reports.
  
- 2013                                **Online Program Coordinators Round Table**  
   Charged with the task of presenting and defining new academic options and programs to increase online programming.
  
- 2011 Spring                    **Graduate School Dean Search Committee**  
   Charged with the task of presenting 3 final candidates for the position of Graduate School Dean.
  
- 2011 Spring to Present        **Distance and Electronic Program Development Task Force**  
   Charged with the expansion of distance learning academic programs and initiatives.
  
- 2011 Spring                    **2011 Retention Committee (Academic Affairs: Faculty)**

<i>2009 to 2011</i>	<p><b>SACS-QEP (Quality Enhancement Plan) Implementation Committee</b> Charged with the implementation of the newly designed QEP</p>
<i>2009 to 2015</i>	<p><b>Continuing, Executive, and Non-Credit Program Budget Task Force</b> Charged with acquiring and analyzing program offerings and revenue generation.</p>
<i>2009 to 2011</i>	<p><b>Outstanding Teacher Award (UL Lafayette)</b> Review committee charged with the selection of an Outstanding Teacher for the university.</p>
<i>2008 to 2011</i>	<p><b>SACS – QEP (Quality Enhancement Plan) Steering Committee</b> Charged with the responsibility of preparing the QEP for the University.</p> <ul style="list-style-type: none"> <li>• Chair, Faculty Development Sub-committee</li> </ul>
<i>2008 to 2020</i>	<p><b>College of Education Graduate Faculty Review Committee Chair</b> Charged with the responsibility of reviewing applications for renewed Graduate Faculty Status.</p>
<i>2008 to 2010</i>	<p><b>Think Tank – United Way (UL Lafayette Division)</b> Charged with the responsibility of increasing United Way contributions.</p>
<i>2007 to 2009</i>	<p><b>Academic Advising Selection Committee</b> Charged with the responsibility of selecting the top 50 Academic Advisors.</p>
<i>2006 to 2009</i>	<p><b>University of Louisiana at Lafayette, Graduate Council</b> Charged with the responsibility of creating policy for the institution as well as advisory duties. Appointed to a three-year term beginning Fall 2006.</p> <ul style="list-style-type: none"> <li>• Chair, Fellowship Sub-committee</li> </ul>
<i>2006 Spring to Present</i>	<p><b>University Mentor</b> Charged with the responsibility of mentoring students at the university</p>
<i>2006 Spring to Present</i>	<p><b>Deans, Directors and Department Heads</b> Committee designed to promote academic improvement of the university.</p>
<i>2006 Fall to 2010</i>	<p><b>Minority Graduate Student Recruitment Task Force</b></p>



Charged with the responsibility of planning and recruiting minority students.

2006 Fall

**50<sup>th</sup> Birthday of Graduate School Committee**

Charged with the responsibility of planning and executing events for the Graduate School's 50<sup>th</sup> Birthday.

2005 Fall

**Graduate Faculty Representative: Committee of Renuka Thota**

Charged with representing the Graduate School for the thesis/dissertation defense of this student.

2005 Spring

**Special Appeals Committee (Graduate Faculty Status)**

Committee designed to hear the case of a faculty member who was pursuing graduate faculty status.

1999 Spring

**Graduate Faculty Representative: Committee of Wendy Coats**

Charged with representing the Graduate School for the oral examination of this student.

**COLLEGE OF EDUCATION COMMITTEES**

2020

**College of Education Tenure and Promotion Committee, Chair**

Lead review of tenure and/or promotion applications/portfolios submitted by faculty for the advancement for tenure or rank

2020

**College of Education Professorship Committee, Chair**

Lead review of materials provided by faculty for available professorships in the college

2019

**College of Education Faculty Handbook, Chair**

Lead committee in the revision and development of the COE Faculty Handbook

2017

**Search Committee for Position: Assistant Dean**

Charged with securing a qualified applicant with the necessary skills and credentials for the Assistant Dean's Position

2009 to 2020

**NCATE Steering Committee, Chair (Associate Dean)**

Committee designed to collaboratively examine the needs of each NCATE Standard for the purpose of aligning our College strengths and areas of concern. NCATE Visit: November 7 -11, 2009; All Standards Met (BOE Report)

Presently preparing for the CAEP (Council for the Accreditation of Educator Preparation) 2015 (Off-site) and 2016 (On-site) Visits

*2009 to 2016*

**Robinette Award Scholarship Committee, Chair**

Financial award given to a graduate student who is currently pursuing a masters or a doctorate in education.

*2007 to 2009*

**ELCC SPA Co-Chair**

**University of Louisiana at Lafayette, Lafayette, Louisiana**  
Committee designed to prepare and rejoin the ELCC Spa Report.

*2004 Spring to Present*

**College of Education Administrative Council**

**University of Louisiana at Lafayette, Lafayette, Louisiana**  
Executive Council designed to develop, administer, and implement policy in the College of Education.

*2008 to 2020*

**Graduate Appeals Committee, Chair**

Committee designed to conduct the hearings for the graduate students appeals process.

*2008 to 2020*

**Graduate Faculty Status Review Committee, Chair**

Committee designed to conduct the review of faculty member applications for Graduate Faculty Status

*2006 to 2015*

**College of Education Alumni Chapter**

Vice President of Academic Affairs

*2005 Summer*

**College of Education Alumni Chapter**

**Board of Directors, Member at Large 3 Years**

This organization is designed to encourage, promote and recognize academic excellence as well as to cultivate interest and support in the activities of the College and University.

*2005 to 2019*

**Doctor of Education Consortium Council**

Committee charged with the implementation of policy regarding the Ed.D.

*2004 Spring to 2006*

**NCATE Coordinator, College of Education**

University of Louisiana at Lafayette, Lafayette, Louisiana  
Appointed April 2004 with duties to fulfill the mandates of the NCATE Accreditation Process. NCATE Visit: November 13-17, 2004; Met All Standards (BOE Report).

- 2004 Spring*                      **NCATE Steering Committee Chair**  
 Committee designed to collaboratively examine the needs of each NCATE Standard for the purpose of aligning our College strengths and areas of concern.
- 2003 Spring to 2005*            **Doctorate of Education Sub-committee (Development Team)**  
 Committee designed to construct the curriculum framework for the Doctorate of Education proposal. Developer of Preliminary Syllabi for School Facilities, School Culture and School Personnel; proposal reviewed by team in January 2004.
- 2003 Spring to 2005*            **Diversity Committee for NCATE Visit**  
 Committee designed to implement the NCATE mandates with regard to diversity.

**EDUCATIONAL FOUNDATIONS AND LEADERSHIP DEPARTMENT COMMITTEES**

- 2014*                                **Search Committee Chair for Position ED 6-12**  
 Charged with securing a qualified applicant with the necessary skills and credentials for the Assessment Coordinator's Position
- 2008 to 2009*                    **Search Committee Member for Position ED 5-08**  
 Charged with securing a qualified applicant with the necessary skills and credentials to enhance the Doctorate of Educational Leadership Program
- 2008 to 2009*                    **Search Committee Member for Position ED 4-08**  
 Charged with securing a qualified applicant with the necessary skills and credentials to enhance the Doctorate of Educational Leadership Program
- 2008*                                **Search Committee Chair for Position ED 2-07**  
 Charged with securing a qualified applicant with the necessary skills and credentials for the Assessment Coordinator's Position
- 2007*                                **Search Committee Member for Position ED 1-07**  
 Charged with securing a qualified applicant with the necessary skills and credentials for the benefit of enhancing our newly redesigned Doctorate in Educational Leadership.
- 2006 to 2008*                    **Doctorate in Education Admissions Committee**  
 Charged with the task of assessing admission materials submitted by applicants interested in becoming a candidate for the Ed.D. Program.

- 2006 Spring*                      **Search Committee Member for Position ED1-05**  
 Charged with securing a qualified applicant with the necessary skills and credentials for the benefit of enhancing our newly redesigned Doctorate in Educational Leadership.
- 2004 – 2005*                      **Search Committee Chair for Position E2-03**  
 Lead committee efforts in securing a qualified applicant with the necessary skills and credentials for the benefit of enhancing our newly redesigned Educational Leadership Program.
- 2004 to 2008*                      **Member of the Leadership Management Team for the Wallace Grant Partnership with Lafayette Parish Schools**  
 Committee designed to collaborate with Lafayette Parish Schools regarding a 4-tier model designed to enhance administrative and teacher-leader capacity in the school district.
- 2005 to 2009*                      **EDLD Planning Team**  
 Committee designed to implement the newly redesigned Masters in Educational Leadership.
- 2004 to 2008*                      **Member of the Educational Leadership Advisory Board**  
 Committee designed to collaborate with our educational partners regarding the need and development of educational leaders.
- 2003 Spring*                      **Leadership Summit Team Member (Louisiana State Dept of Ed)**  
 University of Louisiana representative for this committee designed to address the new redesign structure necessary for the customization of the new Educational Leadership Program.
- 2002 Fall to 2004 Spring*      **SREB (Southern Regional Education Board) Team Member**  
 Committee designed to evaluate the present curricula structure and implement “best practices” as noted by SREB.
- 2002 Fall to 2008 Fall*        **Educational Foundations and Leadership Redesign Team**  
 Committee designed to structure and implement state mandates for educational leadership reform.

**SPECIAL CERTIFICATED TRAININGS/ENDORSEMENTS**

- 2013 February*                      **Quality Matters: On-Line Certification**  
 Applying the QM Rubric (APPQMR) facilitated by Joe Friona
- 2011 November*                      **Certified Level 1: On-Line Distance Learning Teacher**  
 Funded by the Southern Regional Education Board and facilitated by the Florida Virtual School of Instruction

- 2007 October*                    **SREB Leadership Training (Atlanta, Georgia)**  
Topic: Building and Leading Effective School Improvement Teams
- 2006 June*                        **SREB Leadership Training (Baton Rouge, Louisiana)**  
Topic #1: Mentoring Competency-Based Internships: A Skills Training Program for Mentors of School Leaders  
Topic #2: Developing Internship Programs for School Leaders: A How-to Guide for University and School District Partners
- 2006 February*                **SREB Leadership Training (Baton Rouge, Louisiana)**  
Topic: Coaching for School Improvement
- 2005 March*                    **SREB Leadership Training (Baton Rouge, Louisiana)**  
Topic: Building and Leading Effective Teams
- 2003 June*                        **SREB Leadership Training (Atlanta, Georgia)**  
Topic: Creating a High Performance Learning Culture
- 2001 May*                         **Louisiana Principal Internship 2 Year Program**  
Louisiana State Department of Education
- 2001 March*                    **Boys Town Education Model: Well-Managed Classroom Workshop**  
Father Flanagan's Boys Home, Omaha, Nebraska
- 2000 Summer*                 **Professional Development School Model**  
University of Louisiana at Lafayette, Louisiana
- 1999 Summer*                 **District Assistance Team (DAT)**  
Louisiana State Department of Education
- 1999 May*                        **Louisiana Teacher Assistance and Assessment Program**  
Louisiana State Department of Education
- 1999 January*                 **Facilitative Leadership for Assistant Principals**  
Louisiana State Department of Education
- OTHER PROFESSIONAL INVOLVEMENT**
- 2020 - 2021*                    **Lafayette Parish Library Foundation Council**  
Serves as a member of the Board
- 2015 Nov to Dec 2022*       **Council for the Accreditation of Educator Preparation (CAEP)**  
Serves as a member of the Accreditation Council
- 2014 November*               **Carnegie Foundation for the Advancement of Teaching: Explorers' Workshop**



Representative for the state of Louisiana on this national committee for this prestigious “Think Tank”

*2013 May*

**SREB Annual Leadership Forum 2013**

Participant in this forum designed to bring policymakers and practitioners together with the emphasis of school leadership.

*2006 Summer*

**Louisiana State Department of Education  
Mentor Module Committee**

Committee designed to create and implement a module regarding mentorship for pre-service and in-service school administrators.

*2005 January*

**Lafayette Parish Southern Association of Colleges and  
Schools Roundtable Discussion Participant**

Participant in the SACS Interview Process for Lafayette Parish

*2004*

**Iberia Parish Reading First Leadership Team**

Team member of this team designed to advocate for reading literacy.

*2004 December*

**District Assistance Team (DAT) Member**

Team member for Westgate High School in Iberia Parish

*2003 February*

**District Assistance Team (DAT) Member**

Team member for Westgate High School in Iberia Parish.

*2002 Spring*

**District Assistance Team (DAT) Member**

Team member for Westgate High School in Iberia Parish.

*1999 Spring*

**Louisiana State Department of Education 8(g) Grant Reader**

Examined and evaluated grant proposals for funds distributed through the 8(g) project.

*1999 – 2002*

**Member of the Iberia Parish Technology Committee**

Reviewed the progress of technology growth in Iberia Parish as well as supported the link between academics and technology.

*1997 to 1998*

**Steering Committee Member**

Southern Association of Secondary Schools and Colleges  
Accreditation

Iberia Middle School, New Iberia, Louisiana

Duties include the organization of major committees and sub-committees; assessment of individual strengths and weaknesses of the institutional structure.

1997

**Visiting Team Member for SACS (Southern Accreditation of Colleges and Schools)**

Ecological review of East Junior High School, Opelousas, Louisiana

**HONORS AND AWARDS**

2023

**Outstanding African American Educator**

Presented by Mt. Zion Baptist Church #1, Loreauville, LA

2020

**UL Lafayette Professor Emeritus**

College of Education

Educational Foundations and Leadership Department

2016

**Dr. Frank T. Hawkins Distinguished Scholar Award (RAMP)**

Research Association of Minority Professors (RAMP) Organization Conference in Houston, Texas

2013 - 2016

**Kathy Authement Prouet/BORSF Professorship in Edu I**

Endowed professorship for a three-year period

2010 Spring

**Outstanding Alumni Award 2010**

College of Education Annual Spring Awards Celebration

2009 Spring

**Lifetime Achievement Award**

College of Education Alumni Chapter

2005 Spring

**Outstanding African-American Leader in the New Iberia Community**

Presented by Little Zora Baptist Church for Black History Month.

2004 Fall

**SREB Certified Trainer**

Listed on the SREB website as a certified trainer in the "Creating a High Performing Learning Culture" Module

2003 Fall

**Portrait Unveiled at Hopkins Elementary, New Iberia, LA**

Professional Portrait unveiled and hung at the school where served as principal for three years.

1998 Spring

**Who's Who Among American Educators**

Recipient Spring 1998

1994 May

**Outstanding Educator**

New Iberia Senior High School Commencement Exercises

Essay competition involving the senior students of New Iberia Senior High of which the writing about my teaching abilities was selected.

*1992 July*                    **Taft Institute for Educators Fellowship Recipient**  
Southern University, Baton Rouge, Louisiana  
Director: Dr. Jewel Prestage  
Topic: "Minorities in the Political Arena"

*1991 July*                    **National Endowment of Humanities Fellowship Recipient**  
University of Kansas, Lawrence, Kansas  
Director: Dr. Phillip Paludan  
Topic: "Society, Slavery, and the Civil War"

## **COMMUNITY SERVICE**

2013                            **Lafayette Parish Public Education Stakeholders Council**  
Vice- President and Representative for UL Lafayette

2013                            **United Way of Acadiana Board of Directors**  
Installed February 2013 – 3 Years (2<sup>nd</sup> Appointment)

2011                            **United Way of Acadiana Mobilization Team Member**

2011                            **United Way of Acadiana Community Impact Cabinet Member**

2011                            **United Way of Acadiana Education Vision Council, Chair**

2011 April                    **Tri-City Helping Hearts Foundation, Morgan City, Louisiana**  
Keynote for the annual fundraiser banquet

2010 March                    **United Way of Acadiana Board of Directors**  
Installed March 2010 -3 Year Appointment

2009 November              **Lafayette Parish Public Education Stakeholders Council**  
Representative for UL Lafayette

2009 to Present              **United Way Education Vision Council**  
Charged with enhancing student achievement in the Acadian Area

2009 February                **Southwest Kiwanis Black History Month Celebration**  
Keynote Speaker

2008 September              **Acadiana Educational Endowment**  
Invited Member of the Board of Directors

*2006 March*                    **Keynote Speaker: Annual Graduation for the Avoyelles Parish Correctional Center**  
Cottonport, Louisiana

- 2005 Fall*                      **Selected Member of the United Clergy Action Team**  
Committee designed to coordinate the needs of evacuees due to man-made or natural disasters.
- 2004 January*                **Featured Speaker for the Louisiana Conference of Health and Hospitals Social Welfare Division Region 6**  
Topic: "Working toward Building Better Families"  
Host: LCHSS
- 2003 October*                **Keynote Speaker for the Iberia Parish Cancer Association Luncheon**  
Topic: "Pressing Toward the Mark"  
Host: Iberia Parish Cancer Association

**PROFESSIONAL ORGANIZATIONS/POSITIONS**

- 2002 to Present*            **Research Association of Minority Professors (RAMP)**  
President (February 2019 – 2023)  
President-Elect (February 2017 – 2019)  
President (February 2013 – 2015)  
President-Elect (February 2011)  
1<sup>st</sup> Vice President (February 2009)
- 2002 to 2008*                **Louisiana Council of Professors of Ed Adm (LCPEA)**  
Member & Former Secretary-Treasurer  
Board of Directors
- 1999 to Present*            **National Association of Elementary Principals (Lifetime Status)**