

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

PERSONNEL COMMITTEE

February 23, 2023

Item K.1. **Nicholls State University's** request for approval to appoint Dr. Raquel Engolio as Dean for the College of Nursing effective January 9, 2023.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Raquel Engolio as Dean for the College of Nursing effective January 9, 2023 at an annual salary of \$130,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Nicholls State University's request for approval to appoint Dr. Raquel Engolio as Dean for the College of Nursing effective January 9, 2023.*



Nicholls State University

Office of the President

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

K.1.

February 1, 2023

Via Electronic Transmittal Only

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

Dear Dr. Henderson:

Nicholls State University requests consideration and approval of the following to be placed on the agenda for the February 23, 2023 meeting of the Board of Supervisors for the University of Louisiana System:

Appoint Dr. Raquel Engolio as Dean for the College of Nursing.

Effective date of appointment will be January 9, 2023 at an annual salary of \$130,000.00. Dr. Engolio's resume and other pertinent search documentation are attached for your reference.

Thank you for your assistance in this matter.

Sincerely,

Jay Clune, PhD
President

JC/apf

Enclosures

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



Nicholls State University

Provost/Vice President for Academic Affairs

P.O. Box 2002 | Thibodaux, LA 70310 | 985.448.4012 | 985.448.4026 [F]

MEMO

TO: Dr. Jay Clune, President

FROM: Dr. Sue Westbrook, Provost and Vice President for Academic Affairs
Sue Westbrook

DATE: January 19, 2023

RE: ULS Board of Supervisors Agenda Item for February 23, 2023

The Office of Academic Affairs is requesting to have the appointment of Dr. Raquel Engolio as Dean for the College of Nursing placed on the agenda for the UL System Board of Supervisors' meeting on February 23, 2023. Her appointment began on January 9, 2023.

The following documents are attached for further reference, Dr. Raquel Engolio's CV, Search Committee minutes, and the BOS Unclassified Position Description, Justification and Certification form.

Thank you for considering this request.

Raquel Engolio, RN, MSN, CPN, Ed.D.
Nicholls State University
Assistant Professor of Nursing
Department of Nursing, Department Head

Home Address:

564 Cypress Drive

Luling, La 70070

Cell Phone: 504-914-3302 Work Phone: 985-448-4697

Personal email: RAQUELENGOLIO@GMAIL.COM

Office email: RAQUEL.ENGOLIO@NICHOLLS.EDU

License: LA RN 099998

Employer: Nicholls State University
Department of Nursing
161 Betsy Cheramie Ayo Hall
P. O. Box 2143
Thibodaux, LA 70310

Professional Education

University of Holy Cross, New Orleans, Louisiana

Degree: Ed.D. Executive Leadership, May 2019

University of South Alabama, Mobile, Alabama

Degree: Masters of Science in Nursing (MSN), Nursing Education, Nurse Educator Track with Focus on Pediatric and Maternal Nursing Care, May 2008

Our Lady of Holy Cross College, New Orleans, Louisiana

Degree: Bachelor of Science in Nursing (BSN), May 2000

Certifications

- Pediatric National Certification Board, Certified Pediatric Nurse (CPN) 2009- current
- Basic Life Support Certification-Current

Professional Experience: Nursing Education

Nicholls State University

Position: Department of Nursing, Department Head and Assistant Professor of Nursing (May 2021-Present):

- Responsible to the Dean and Associate Dean of the College of Nursing.

- Provide leadership in developing and implementing policies and procedures for the nursing programs.
- Interpret the policies of Nicholls State University to the program coordinators, faculty, staff and students.
- Interpret program, student, and faculty needs to the Dean of the college.
- Represent the Department of Nursing at official University functions.
- Correspond with the Louisiana State Board of Nursing for reporting and student licensure requirements.
- Prepare required documents for accreditation and Louisiana State Board of Nursing regulatory agencies.

Nicholls State University

Position: Assistant Professor and BSN Program Coordinator (July 2019-2021)

BSN Program Coordinator (2019-2021):

- Coordinated committee meetings, syllabi revisions, topical outlines, course schedules and student resources for BSN Program.
- Submitted the Systematic Plan of Program Evaluation (SPPE) each academic year to Department Head.
- Implemented Evolve course products and standardized testing for the nursing program.
- Coordinated agency and units required for BSN undergraduate clinical needs. • Ensured registration and undergraduate students' complete course in progression and in alignment with College of Nursing policies.
- Provided annual reports to Department Head for the Louisiana State Board of Nursing and accreditation agencies.
- Conducted new student orientation and Nursing Information Sessions throughout the year.

Academic Experience:

BSN Program (2019-current)

- NURS 307, Drug Abuse
- NURS 312, Medical Terminology
- NURS 427, Leadership and Management for RN to BSN students
- NURS 427, Leadership and Management for undergraduate students. Facilitate senior nursing students in completion of the Capstone Senior Project
- NURS 428, Professional Preceptorship Experience
- NURS 460, Child Abuse
- NURS 429, Synthesizing the NCLEX-RN for RN to BSN students

MSN Program (Fall 2021-current)

- NURS 536, Teaching Methodologies and Technologies
- NURS 544, Advanced Clinical Practicum in Nursing Practice (Nurse Educator Track)

- NURS 557, Advanced Nursing Education Practicum

Nursing Academic Advisor, 2019-Present. Provide academic advising for prenursing, nursing students, LPN-BSN and RN-BSN articulation students. Assist faculty and students regarding proper course sequencing, adherence to departmental policies, and assisting nursing students for application into the Department of Nursing.

Nursing Committees:

- BSN Admissions (ex officio)-Scheduled all departmental meetings, communicate policy changes and provide guidance for undergraduate application process for undergraduate students. Communicated admission requirements, application process and LSBN requirements in person and online through a Nursing Information Sessions throughout the academic year (2019-2021).
- BSN Curriculum (ex officio)-Guided committee on curriculum revisions, policies, course resources and evaluation of the BSN program (2019-2021).
- BSN Research and Evaluation (ex officio)-Coordinated the Systemic Plan of Evaluation for annual data review, reporting and recommended revisions (2019-2021).
- Deans' Administrative Council (DAC) for the Intercollegiate Consortium for a Master of Science in Nursing (ICMSN) (2021-present).
- ICMSN Nursing Education Workgroup Committee (2021-present).

Nicholls State University Committees:

Academic Master Planning, AMP, (Spring 2020-Present)

University Required Education, URE, (Fall 2019-Spring 2021)

Human Subjects Institutional Review Board (HSIRB) (Fall 2021-Present)

Recruitment and Marketing Planning Committee (Fall 2021-Present)

Research Council (Fall 2021-Present)

University of Holy Cross (2007-2019)

Position: Assistant Professor, August 2007-2017

Position: Associate Professor, August 2018-July 2019

Academic Experience: BSN Undergraduate

- **Course Coordinator**, 2008-2019. Utilized ATI standardized test scores and student data to ensure remediation and student compliance with progression policies. Responsible for organizing syllabus, creating course calendar, upholding course and department policies, and mentor for new faculty in the clinical course. Assigned clinical students, lecture content and faculty assignments. Provided monthly and end of semester reports as needed. Advised students regarding progression and retention within the Department of Nursing.
- **Coordinator of the Nursing Lab**, 2008-2019. Collaborated with all clinical course faculty to schedule skills demonstrations, learning labs, order supplies for clinical courses and for student practice. Ensured lab equipment is available and in safe working condition. Coordinated skill check offs for nursing students in the

department. Responsible for inventory in the nursing lab. Provided nursing lab orientation to all students in the College of Nursing.

- **Nursing Academic Advisor, 2007-2019.** Provide academic advising for prenursing and nursing students for proper course sequencing, following departmental requirements, and assisting students with utilization of college resources. Assisted students with NCLEX-RN preparation, study plans, and assisted prenursing students for application into the Department of Nursing.
- **Faculty Moderator of Peer Ambassador Success Program, 2009-2019.** Initiated and developed guidelines for selecting peer ambassadors. Responsible for recruiting student participants for peer tutoring and mentoring. Coordinate meetings between ambassadors and tutorees, to ensure that guidelines for the ambassador program are followed. Provide guidance and consultation for tutors and tutorees.
- **Didactic and Clinical Teaching, 2007- 2019.** Conducted interactive lectures utilizing technology (iPads, clickers, case studies, in class large group simulation), created nursing test items, proctor exams, conducted clinical experience for students in acute hospital setting and coordinated lab experiences in the nursing lab. Evaluated student clinical performance and graded clinical paperwork. Conducted item analysis meetings with course faculty utilizing ParTest and ExamSoft testing systems. Utilized ATI products to help produce interactive lectures, oriented students to the student resources in beginning nursing courses. Experienced in the learning management systems for Blackboard and Canvas.

Pediatric and maternal health lectures included: Pediatric Gastrointestinal Disorders, Pediatric Genitourinary Disorders, Pediatric Respiratory Illness, Introduction to Oncological Pediatric Disorders, Introduction to Pediatric Safety Practices in an Acute Hospital Setting, End of Life Care for Pediatric Patients and Families, Toddler Growth and Development, Toddler Injury Prevention, Nursing Care of Maternal Child Client with Selected STI's and other Infections, and Perinatal Loss.

Fundamentals lecture topics included: Safe Medication Administration, Integumentary Nursing Care, Introduction to Pain Management in Acute Care Setting, Providing Culturally Sensitive Nursing Care, Wound Care, Dosage Calculation, and Introduction to Nursing Process. Conducted in class case studies on selected topics, provide student handouts and NCLEX-RN style practice test questions during class lecture utilizing interactive clicker response-ware system.

NSG 203 Nursing I (2007-July 2019) (Course Coordinator)

NSG 300 Nursing II (2007-July 2019) (Course coordinator 2014-2016)

Nursing Committees:

Chair: Admissions, Progression, Retention and Graduation (APRG) Committee (2015-2018)

- As Chair of APRG, reported to the Chair of Nursing regarding student graduation, progression, and admissions. Responsible for ranking incoming undergraduate nursing applicants with the committee. Presented final ranking of incoming cohort students to

Chair and nursing faculty. Conducted monthly meetings and ensured that the Systemic Plan of Evaluation (SPE) was completed and in compliance with SPE cycles. Provided communication to students regarding decisions and grievances. Ensured compliance to progression and department policies. Responsible for reviewing handbooks and ensuring changes to handbook were completed on a yearly basis. Adhered to clinical agency policies for all clinical requirements upon entering clinical sequence.

Secretary: Nursing Faculty Organization (2008-2009; 2012-2014)

New Hire Faculty Mentor (2014, 2015 and 2018)

Faculty Moderator: Peer Ambassador Student Success Program for Department of Nursing (2009-2019)

Faculty Member: Greater Success Committee (2007-2019)

Faculty Member: Curriculum committee (2008-2010)

Faculty Member: Admissions, Progression, Retention and Graduation Committee (2010- 2019)

Member of Administrative Council (Every Spring)

Faculty Mentor for BSN Honors Graduates (2012 and 2017)

Attended student nurse recruitment days at high school college fairs (2019)

University Committees:

Secretary: Mission Integration Committee-(2012-2013, 2015-2016)

Member Mission Integration Committee (2008-present)

Member Library Committee (2008-2009)

Member Professional Development Committee (2014-2015)

SACS-COC Mission Subcommittee (2015-2016)

Ad hoc Salary Committee for Faculty Assembly (2014-2019)

Ad hoc Turnitin/Plagiarism Committee for Faculty Assembly (2014) Interview Committee

Member for Various Positions for the University (Nurse Faculty Positions, Grants Position, 2017)

Professional Presentations:

Nurse Tim Gen Conference Poster Presentation, February 18-20, 2021

Sigma Theta Tau Spring Research Program, Nicholls State University, "*Utilizing action research and design thinking to formulate a retention strategy for a BSN Program*" April 26, 2021

Sigma Theta Tau International, Delta Chapter, in partnership with the University of Louisiana at Lafayette College of Nursing and Allied Health Professions, Presented "*Utilizing action research and design thinking to formulate a retention strategy for a BSN Program*" November 19, 2020

59th Annual Louisiana Student Nurses Association Speaker at the State Student Nurse Convention, Baton Rouge, Pediatric Nursing

61st Annual Louisiana Student Nurses Association Speaker at the State Student Nurse Convention, New Orleans, Pediatric Nursing Certification

Louisiana State University Health Sciences Center, “*Caring for the Pediatric Surgical Patient*” for continuing education at Southeast Louisiana Area Health Education Center, Hammond, La. (2014)

University of Holy Cross Educational Department Research Night, Presented Findings: *Exploring Perspectives from Prelicensure Nursing Students Who Experienced Academic Failure in Hopes to Improve Student Retention* (2017)

Quality and Safety in Education for Nurses, Current findings and literature regarding QSEN topics were presented to Department of Nursing. Educational resources and Powerpoint presentation formulated and coauthored as a resource for the Department of Nursing (2011)

Professional Experience: Registered Nurse

West Jefferson Medical Center (2000-2007)

Pediatric Intensive Care/Pediatric Specialty Unit June 2006 – August 2007

- Preceptor for newly hired staff and new graduate nurses in critical setting while ensuring proper adherence to hospital protocol and standards of care.
- Supervised 6 bed PICU/PSU unit as charge nurse in coordinating staffing decisions, management of patient procedures, and providing leadership to staff nurses.
- Provided individual training for unit employees in using McKesson Care Organizer, MIS informational system, and PYXIS automatic medication administrator.
- Assisted with assessment of staff performance for yearly evaluations.
- Provided direct patient care to patients in PICU, pediatric acute inpatient care, pediatric emergency room, nursery, NICU, and outpatient pediatric settings.
- PALS and BLS certified.

Pediatric Clinician/Charge Nurse May 2000 - May 2006

- Supervised and trained employees regarding pediatric medication administration, documentation, nursing procedures, and staff responsibilities.
- Preceptor for nursing students for local nursing schools.
- Performed charge nurse duties for 28 bed pediatric floor, responsible for staffing, specialized parent and patient teaching, and yearly evaluation of staff.
- Promoted to Clinician on Pediatric unit.
- Member of the yearly Policy and Procedure Review Committee for Pediatric Department.

Professional Nurse Reviewer/Item Writing

Elsevier Content Reviewer for the textbook, Hockenberry and Wilson, “*Wong’s Nursing Care of Infants and Children*” (2016).

Elsevier Content Reviewer-Mosby Drug Cards Review (2015).

Pediatric National Certification Board-Item writer for the National Certification Pediatric Nurse Exam (2011 and 2012).

Wolters Kluwer Health, Peer Reviewer for Lippincott Advisor: Pediatric Traction, Skin and Skeletal (2016).

Wolter Kluwer Health Peer Reviewer for Lippincott Advisor: Halo and Vest Devices and Pin Care (2016).

Wolters Kluwer Health, Peer Reviewer for Lippincott Pediatric Disorder and Pediatric Care Plan: Wilms Tumor (2017).

Wolters Kluwer Health, Peer Reviewer for Lippincott Pediatric Disorders and Pediatric Care Plan: Tumor Lysis Syndrome (2017).

Wolters Kluwer Health, Peer Reviewer for Lippincott Pediatric Disorders and Pediatric Care Plan: Nephrotic syndrome (2017).

Professional Writing and Research Projects

LCMC Proposal-Co-Authored LCMC Request for Proposal in the Fall of 2022 for Healthcare Profession Pipeline in the amount of \$1,128,500 (Currently in review).

Grants- Student Technology Fee Grant awarded in Fall of 2022 in the amount of \$36,570.46 to update the electronic infrastructure to support electronic testing.

Grants- Student Technology Fee Grant awarded in Fall of 2021 in the amount of \$63,199.00 for the purchase of 50 laptop computers and a charging station to support electronic testing.

Grants- Student Technology Fee Grant awarded in Fall of 2019 in the amount of \$37,287.00 for the purchase of laptop computers to allow students to practice real time documentation in the lab setting.

Research- Completed study entitled, *Utilizing Action Research and Design Thinking to Formulate a Strategy to Improve Retention in a Bachelor of Science in Nursing Program*. Conducted an IRB approved qualitative action research study. The literature review and research was based on exploring perspectives of selected nursing students who were unsuccessful in nursing courses within the Department of Nursing. Findings from this work has contributed to the development of a NSG 300 Wellness Day for the Junior Nursing 300 Students, studying prenursing courses, improving nursing resources for the students, increasing visibility of student counseling, and led to the development of a revised orientation day for new BSN students.

Admissions Progression Retention Graduation Committee-Led the Department of Nursing APRG committee and conducted a retrospective analysis of admission nursing GPA's. Conducted literature review, evaluated GPA's for students who were enrolled in Department of Nursing. Presented findings and current literature to the Chair and Department of Nursing. Analyzed admit GPA's to investigate if a higher GPA affected student completion rates. Evidence led to the decision of not increasing admit GPA requirements for the Department of Nursing.

Admission Progression Retention Graduation Committee-Led an internal investigation for the Department of Nursing regarding students who repeated prenursing courses. Guided the APRG committee in researching the number of repeated courses for 3 years. The overall purpose of the study was to determine how an admission policy change of limiting the repeat of prenursing course could influence cohort admission numbers for the Department of Nursing.

Louisiana State Board of Nursing-Submit yearly portion of the report regarding statistical information required from the Department of Nursing regarding information and demographics collected by the APRG committee. This writing is submitted yearly to the Administrative Assistant as a portion of the annual report for the Louisiana State Board of Nursing.

Louisiana State Board of Nursing TASK Force-Reviewed local and proposed school of nursing NCLEX-RN pass rates, graduation rates, attrition, and participated in committee meeting regarding the impact of a new nursing school in the Louisiana Region.

Nightingale Nomination-Completed a portion of the report that nominates the Department of Nursing Entry into Practice, Nursing School of the Year for state recognition (Awarded 2014). Compose new reports to meet the updated nomination requirements for continued submissions and a yearly nomination (2016-2018).

National League of Nursing, OLHCC Accreditation Report 2013 Coauthored the following Standards for DEPARTMENT OF NURSING National Accreditation Study for the 2013 visit:

- 2.1 Faculty are credentialed with a minimum of a master's degree with a major in nursing and maintain expertise in their areas of responsibility
- 2.2 Faculty (full- and part-time) credentials meet governing organization and state requirements
- 2.3 Credentials of practice laboratory personnel are commensurate with their level of responsibilities
- 2.4 The number and utilization of faculty (full- and part-time) ensure that program outcomes are achieved
- 2.5 Faculty (full-and part-time) performance reflects scholarship and evidence-based practice
- 2.6 The number, utilization, and credentials of non-nursing faculty and staff are sufficient to achieve the program goals and outcomes
- 2.7 Faculty (full- and part-time) are oriented and mentored in their areas of responsibilities
- 2.8 Systematic assessment of faculty (full- and part-time) performance demonstrates

competencies that are consistent with program goals and outcomes

2.9 Non-nurse faculty and staff performance is regularly reviewed in accordance with the policies of the governing organization

2.10 Faculty (full and part-time) engage in ongoing development and receive support in distance education modalities including instructional methods and evaluation

SACSCOC-Assisted the Mission Integration Committee and Professional Development Subcommittee in proofing and providing documents required for the assigned standard 3.7.3

Professional Organizations

American Nurses Association

Louisiana State Nurses Associations

New Orleans District Nurses Association

Sigma Theta Tau International Honor Society, Xi Zeta

Society of Pediatric Nurses-Louisiana Chapter

Association of Student Nurses 1997-2000

Awards

2000- Our Lady of Holy Cross College, Excellence in Clinical Award.

2004 -West Jefferson Medical Center, Excellence in Patient Care.

2005-Appreciation Award for Service During Hurricane Katrina.

2011- Our Lady of Holy Cross College (OLHCC) Awarded Cynthia H. Frances Eye, Ear, Nose, and Throat Hospital Endowed Professorship II in Nursing.

2014- Our Lady of Holy Cross College (OLHCC) Alumni Endowed Professorship in Nursing.

2016- Our Lady of Holy Cross College (OLHCC) Awarded Cynthia H. Frances Eye, Ear, Nose, and Throat Hospital Endowed Professorship II in Nursing.

2017- Our Lady of Holy Cross College (OLHCC) Alumni Endowed Professorship in Nursing.

2017-First Place in Graduate Research Paper, *Exploring Perspectives from Prelicensure Nursing Students Who Experienced Academic Failure in Hopes to Improve Student Retention* MidSouthern Interdisciplinary Sciences Association Conference, Nashville, TN.

2018-Hotel Dieu Endowed Professorship in Nursing.

2019-University of Holy Cross, Dissertation Research Award for Exceptional Scholastic

Prowess: Utilizing Action Research and Design Thinking to Formulate a Strategy to Improve Retention in a Bachelor of Science in Nursing Program.

2019-Nicholls State University, Endowed Professorship, Lorio Foundation Endowment in Nursing.

2021-Terrebonne General Health Systems Founding Physicians Endowed Professorship

Secular and Community Service

Nicholls State University, Social Studies Fair Volunteer Judge, March 2022.

Hahnville Baseball Team Parental Volunteer, Spring 2022.

Hahnville Hi-Stepper Parent Volunteer for various community events, 2019-2022.

Colonel Day, Nicholls State University, 2021.

Participated in Ochsner's educational recruitment day, Ochsner Medical Center, Main Campus, 2019.

Participated in Job Fair and Recruiting for Nicholls State University at St. Charles Parish Dufresne Center, 2019.

Attended and volunteered for community service activity for Edible Gardens, New Orleans, La, 2019.

Participated in Career Day for J.B. Martin Middle School by promoting nursing as a career choice and career options in nursing, 2018.

Catechism instructor for Holy Family Catholic Church. Provided weekly instructional classes during the academic school year in St. Charles Parish for grades 5, 6 and & 7, 2017.

Volunteered for the New Orleans Bridge House/Grace House Annual Recycled Fashion Show, 2017 & 2018.

Assisted with stage and concession set up for local dance school, Johanna Jazz in Motion, at Destrehan High School, 2015-2017.

Volunteered OLHCC/UHC Health Science Fair, 2010, 2014, and 2015.

Volunteered for Our Lady of Wisdom, Saturday Bingo Games for residents with Department of Nursing students, 2015.

Assisted Pediatric Nursing Certification Board (PNCB) with website development and marketing for student nurses, 2015.

Volunteered for St. Luke's Bingo Saturday morning games with residents and Department of Nursing students, 2010-2013.

Volunteered for Our Lady of Wisdom Halloween Party for residents and students, 2012.

Participation and assist various campus Mission Integration activities for the College (Student Leaders Induction Ceremony, Weekly Prayer Services), 2014-2018.

Assistant Coach for St. Charles Parish Recreational Department, Cheer Division, 2013.

Visitation of Our Lady Catholic Church, Chair of assigned individual game booth at Cajun Festival, volunteer for fundraising activities and teacher appreciation activities, 2008-2009.

Jefferson Parish Department of Parks and Recreation. Assistant Coach for Kings Grant tee-ball baseball league, 2008.

American Heart Walk Association participant, 2008.

Estelle Elementary School Science Fair. Represented West Jefferson Medical Center and provided elementary students with hands on learning experience with hospital medical equipment, 2007.

Professional Development

Linda Caputi, Think Like a Nurse Professional Development, Clinical Judgement, September, 2022.

Nurse Tim Incorporated, Nicholls State University, NextGen Item Writing, December, 2021.

Nurse Tim Incorporated, National Conference February 18-20, 2021.

Nursing Continuing Professional Development Program, Embracing and Employing Diversity, Equity, and Inclusion in Nursing Academia, Nicholls State University, October 25, 2021.

AACN, Transform Virtual Conference, December 2-4, 2021.

NCSBN, Virtual Conference, September 30, 2021.

NCSBN, Virtual Conference, 2020.

Nurse Tim Incorporated, Academic Progression Success: A Concurrent Enrollment Partnership Between Associate and Baccalaureate Degree Programs, 2020.

Nurse Tim Incorporated, Creating Engaging and Meaningful Online Discussion, 2020.

Nurse Tim Incorporated, Online Learning for Lab, Simulation & Clinical, 2020. Nurse Tim Incorporated, Accreditation Success: Meeting the CCNE Standards, 2019. AACN

Baccalaureate Education Conference, November 21-November 23, 2019.

NLN item writing and test construction continuing education, Fletcher Technical College, December 2017.

Legal Issues related to tough academic decisions involving students, LACANE, Northwestern, November 2017.

CNE Review Course, Dillard University, July 2017.

QEP Writing-Intensive Faculty Training Institute, University of Holy Cross, August, 2017.

NCSBN NCLEX Item writing workshop, Dillard University, 2016.

NLN Basic guidelines for test construction, item writing and evaluation, Baton Rouge, 2015.

NLN Education Summit, Bridging Practice and Education, Las Vegas, 2015.

Pediatric Nursing Certification Board, Pediatric Nurse Updates, 2014. LSUHC,

Disaster preparedness for vulnerable populations, 2012.

QSEN Conference for Nurse Educators, in Chicago, 2011.

Pediatric Nursing Certification Board item writing training for CPN examination, Missouri, 2011.

Oschner Continuing Education , Pain Management, 2011.

Advanced Pediatric Assessment, PNCB, 2011.

Detecting, Managing and Preventing Pulmonary Embolisms, ANA, 2011.

Child's Health Environment: Home and Community, PNCB, 2010.

Managing Pediatric Emergencies, LSUHSC, 2010.

Conjunctivitis Across the Pediatric Spectrum, PNCB, 2010.

Cough trick may reduce pain of routine pediatric immunizations, ANCC, 2010. Scantron Conference, New Orleans, 2010.

Effect of Parent Education & Engagement Related to a Pediatric Response Team Call, NAPNAP, 2009.

CPN exam prep course, 2009.

Utilization of a Daily Rounding Sheet to Decrease Catheter Associated Urinary Tract

Infections in a Pediatric Intensive Care Unit, NAPNAP, 2008.

Rx for Teen Drug Abuse Is Education, NAPNAP, 2008.

Keep It Simple: Using Literary Principles to Create Effective Parenting Education Materials, NAPNAP, 2008.

Simulation in Nursing Conference, ULL, 2008.

Neurovascular/ Stroke Continuing Education Conference, 2008.

Assessment Technological Institute (ATI) Nurse Educators Conference and Item Writing Workshop, 2008.

Dean, College of Nursing – Search

13DEC22 - The position of Dean, College of Nursing, was posted twice, many months apart, advertising in the generally established University posting sites, as well as expending additional funds to post in the AACN Syllabus and the Minority Nurse online journal. Across both posting periods, only two applications were received. One applicant has since gained Dean employment in the state of Texas. The other applicant, Dr. Raquel Engolio, is an internal candidate who has been serving as Department Head for the Department of Nursing at Nicholls. Dr. Engolio is well-known to the College and Department, and has the requisite skillset and demeanor to serve as Dean within the College of Nursing.

Following conversations between Dr. Westbrook and Mrs. Rebecca Lyons, and Dr. Westbrook and Mr. Terry Braud, the decision has been made to request provisional authority from the University of Louisiana to appoint Dr. Engolio as the Dean of the College of Nursing, pending final ratification by the UL System at the February Board meeting.

20DEC22 Board approval has been granted to provisionally appoint Dr. Raquel Engolio as Dean for the College of Nursing, as evidenced by the attached document signed by Eddie Meche, 20DEC22.

Search Committee

Dr. Scot Rademaker

Dr. Alaina Daigle

Michelle Patterson

Kathryn Waggenspack

Dr. Melissa Clay

Tommie Landry

Dr. Bridget Price

Rebecca Lyons

Todd Keller



Board of Supervisors for the University of Louisiana System

UNCLASSIFIED POSITION DESCRIPTION, JUSTIFICATION & CERTIFICATION FORM

CONTROL # _____

Institution Name: Nicholls State University Academic Department/ Administrative Unit: College of Nursing
Budget Page: 129 Line #: 329 Current Budgeted Amt: \$130,000 Status: [] 9/10 mo. [x] 12 mo.
Source of Funding: [x] State [] Federal [] Restricted [] Self-Generated [] Grant/Contract [] Auxiliary
Type of Position: [x] Dean [] Vice President (Asso./Asst.) [] Provost [] Athletic Director/Equivalent [] Other
Nature of Request: [x] New (attach explanation) [] Replace/Update (salary increase exceeds 10% - explain below)
[] Emergency/Temporary
Justification:

Please see attached explanation and justification.

*If necessary, please continue justification on another page.

Employee Name: Dr. Raquel Engolio
Current Title: Department Head for Nursing Present Salary: \$87,445.62
Requested Position Title: Dean of the College of Nursing Proposed Annual Salary Range: \$130,000
Proposed Beginning Salary: \$130,000.00 Effective Date: January 9, 2023
Current or Previous Incumbent: Dr. Sue Westbrook
Reassignment/Promotion For: N/A

It is recommended that this position be unclassified, and we certify that it meets the teaching, professional or administrative officer designation required by the Constition (Aricle X, Section 2) and appropriate civil service rules. In addition, we will (have) follow(ed) the University's established hiring policies and procedures and published equal employment opportunity guidelines.

Approved by: [Signature] Date: 12-19-2022
Dean/Director and Vice President
[Signature] Date: 12/19/2022
Chief Business Officer
[Signature] Date: 12-19-22
President

FOR SYSTEM OFFICE USE

Approved by: [Signature] System Authority Date: 12/20/22

Explanation/Justification to Appoint Dean of the College of Nursing

Dr. Sue Westbrook has continued to hold the title of, and operate as, the Dean of the College of Nursing since being promoted to the role of Provost and Vice President for Academic Affairs in January of 2018. Since that time, the University has posted the position twice using additional funds to advertise outside of normal venues, including a minority nursing journal and the ANCC Syllabus. The first search, conducted shortly after Dr. Westbrook's promotion, resulted in a failed search following the interview cycle with only two applicants. The second search gathered only two applicants, and was opened for a second period of time with no additional applicants. One applicant from the second search has since gained employment in Texas, and the second applicant is an internal candidate currently serving as Department Head for Nursing. This second candidate, Dr. Raquel Engolio, has the requisite skill set and demeanor to serve as the Dean of the College of Nursing. We are requesting to appoint Dr. Engolio as Dean of the College of Nursing effective January 9, 2023. The timing of this request is based on the upcoming CCNE reaffirmation of accreditation for the baccalaureate and master degree programs in nursing. The programs will be site-visited during the Spring 2023 semester, and we would like to have a Dean in place at the beginning of the Spring semester. We do understand that final ratification of this position will need to be submitted for the February 2023 UL System Board meeting.

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

PERSONNEL COMMITTEE

February 23, 2023

Item K.2. Southeastern Louisiana University's request for approval to appoint Dr. Claire Procopio as Interim Dean of the proposed College of Honors and Excellence effective March 1, 2023.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Claire Procopio as Interim Dean of the proposed College of Honors and Excellence effective March 1, 2023 at an annual salary of \$145,000. 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 Southeastern Louisiana University's request for approval to appoint Dr. Claire Procopio as Interim Dean of the proposed College of Honors and Excellence effective March 1, 2023.*



K.2.

February 1, 2023

Dr. James B. Henderson
President, University of Louisiana System
1201 N. Third Street, Suite 7-290
Baton Rouge, Louisiana 70802

Dear Dr. Henderson:

Southeastern Louisiana University requests approval to appoint Dr. Claire Procopio as Interim Dean of the proposed College of Honors and Excellence, effective March 1, 2023, at an annual salary of \$145,000. Staff approval of Southeastern's request to create a College of Honors and Excellence was granted by the UL System on January 19, 2023 and is under consideration by Regents staff at this time. The College will house the University Honors program and the initiatives of the Center for Student Excellence. Dr. Procopio will occupy the position vacated by Dr. Loretta Swank, Chief Student Success Officer, who is resigning March 1. That position will be retitled as Dean of the College of Honors and Excellence.

Dr. Procopio has been a member of the Southeastern family since 2005, and has served as Honors director since 2016. A full professor in the Department of Communication and Media Studies, Dr. Procopio was the recipient of the President's Award for Excellence in Teaching in 2017 and the L.E. Chandler award for service to students in 2021. Dr. Procopio is a member of the graduate faculty whose research focuses on effective communication within colleges and universities. She was instrumental in developing program review standards for the National Communication Association (NCA) and served on the NCA Tuning Project to develop learning outcomes for the field. As Honors Director, she quadrupled enrollment, implemented a mentoring program, founded the Honors Student Association and Ambassador programs, and launched the university's first living-learning communities.

I am confident that Dr. Procopio will provide strong leadership for the college during this interim period. A national search to fill the dean position on a non-interim basis will be conducted in accordance with University of Louisiana System policy.

I respectfully request that you place this item on the agenda for the February 23, 2023 meeting of the Board of Supervisors.

Sincerely,

John L. Crain
President

Attachment (Vita)

Claire Hopson Procopio

Professor of Communication and Honors Program Director
Southeastern Louisiana University
Suite 1305 War Memorial Student Union
Hammond, Louisiana 70402
claire.procopio@selu.edu

Education

Ph.D., Speech Communication, Indiana University, 1999.

Dissertation title: A Brave New World? Republican Campaign Strategies in the 1994 Congressional Elections.

M.A., Speech Communication, Louisiana State University, 1995.

Thesis title: An Examination of the Effects of Language Intensity, Gender, and Status on Credibility and Persuasion.

B.A., Speech Communication, Louisiana State University, 1993.

Honors thesis: Burke's Speech to the Electors at Bristol: An Argument for the Platonic Model of Governance

Summa Cum Laude

Teaching

Teaching Philosophy

The metaphor I use when approaching instruction is that of the "communication tool box." To successfully navigate the organizations and relationships that constitute their personal and civic sites of engagement, students must be equipped with certain communication tools. Moreover, just as a carpenter has an array of tools and must know what they all do to pick the right tool for the right job, students need to recognize and understand the array of tools open to communicators in any situation. This approach stresses the roles of choice and understanding in communication; it encourages students to participate in civic engagement to build the kind of society they desire.

Teaching Experience

Honors Program Director, 2016 to present

Professor of Communication at Southeastern Louisiana University, 2017 to present.

Associate Professor, 2011-2017.

Assistant Professor, 2005 to 2011.

Courses Taught:

COMM 691 Research Methods in Organizational Communication
COMM 671 Theories in Organizational Communication
COMM 616 Communication Training, Assessment, and Development
COMM 498 Professional Seminar in Communication
COMM 413 Business and Professional Speaking
COMM 400 Special Topics in Communication
COMM 391 Introduction to Communication Theory and Research
COMM 215 Introduction to Interpersonal Communication
COMM 211 Introduction to Public Speaking
COMM 211H Honors Public Speaking
COMM 102 Professional Traditions in Communication
COMM 101 Orientation to the Study of Communication

HONR 300 Senior Thesis
HONR 305 Ideas and Issues in Social and Behavioral Sciences
SE 101/101H Southeastern 101

Assistant Professor of Speech and Government at Baton Rouge Community College, 1998-2005.

Courses Taught:

SPCH 263 Argumentation and Debate
SPCH 210 Interpersonal Communication
SPCH 120 Public Speaking
SPCH 110 Fundamentals of Communication
POLI 101 American Government

Associate Instructor of Speech Communication at Indiana University, 1995-1998.

Courses Taught:

SPCH 211 Interpersonal Communication
SPCH 121 Public Speaking

Graduate Teaching Assistant at Louisiana State University, 1993-1995.

Courses Taught:

SPCH 2063 Argumentation and Debate
SPCH 1061 Public Speaking

Awards for Outstanding Teaching

L. E. Chandler Award for Excellence Supporting Student Extracurricular Activity, Southeastern Alumni Association, 2021.

President's Award for Excellence in Teaching. Southeastern Louisiana University, 2017.

Arts, Humanities, and Social Science Award for Excellence in Teaching. Southeastern Louisiana University, 2017.

Best of the Best Award. Baton Rouge Community College, 2004.

(One award given annually to a single individual selected from a pool of nominees of faculty, staff, and administrators).

Excellence Award. National Institute for Staff and Organizational Development, 2003.

Excellence in Teaching Award College of Arts and Sciences. Indiana University, 1997.

Excellence in Teaching Public Speaking Award. Indiana University, 1997.

Competitively Selected National Presentations on Teaching

“Considering the Public(s) in Public Speaking: Recrafting the Basic Course to Promote Civic Engagement.”
National Communication Association. Philadelphia, PA. November 2016.

“Using YouTube™ to Promote Curricular Awareness and Persuasive Skills in the Basic
Communication Course.” National Communication Association. Chicago, IL. November 2009.

“Unconventional Approaches for Teaching Masters Students: Approaching Theory Through the Personal.”
National Communication Association. San Diego, CA. November 2008.

“The Reluctant Edutainer.” National Communication Association. San Antonio, TX. November 2006.

“Great Ideas For Teaching Speech: Bringing Students to See How Language Shapes Perceptions.” National Communication Association. Atlanta, GA. November 2001.

With Gwendolyn Clark and Patricia Meek. “Getting Serious about Interdisciplinary Teaching: Tips and Strategies for Integrating the Community College Curriculum.” National Institute for Staff and Organizational Development. Austin, TX. May 2001.

Local Presentations on Teaching

“Why Won’t They Listen?” Lyceum Lights Presentation, Hammond, LA. Spring 2018.

“Helping Languages and Communication Majors Understand the Curriculum,” Center for Student Excellence. Hammond, LA. April 2016.

“Strategies to Enhance Interactivity in the Classroom.” BRCC’s Improvement of Instruction Committee. Baton Rouge, LA. April 2005.

“Tips for Test Construction,” BRCC’s Improvement of Instruction Committee’s Professional Development Series. Baton Rouge, LA. April 2004.

“Mini-G.I.F.T.S.(Great Ideas For Teaching Speech).” Chaired and presented. Louisiana Communication Association. Lake Charles, LA. September 2003.

“Facilitating an Interactive Classroom.” Organized and presented as the first brown-bag session by BRCC’s Improvement of Instruction Committee. Baton Rouge, LA. February 2002.

“Future of the Discipline of Speech Communication.” Guest lecturer for LSU Graduate Seminar Speech Communication 7900. Baton Rouge, LA. November 2001.

New Courses Developed

COMM 400 – Campaigning in the New Media Age (2016) SLU

COMM 316 – Communication Approaches to Training and Development (2009) SLU

SPCH 263 - Argumentation and Debate (2002) BRCC

POLI 202 - International Relations (2003) BRCC

Scholarship

Program of Research

My research focuses on the ways we communicate to organize and sustain productive workplace, civic, and personal communities. I examine the role of gender and assessment in effective workplace networking and goal attainment. My current projects focus on higher education as a site of organizational communication, exploring the role of assessment in organizational effectiveness.

Editorial Positions

Guest Editor, *Louisiana Communication Journal* special issue on hurricane discourse, 2009.

Editorial Board Member, *Louisiana Communication Journal*, 2004 and 2010.

Guest Reviewer, *Journal of Applied Communication Research*, 2008-10.

Guest Reviewer, *Journal of Family Communication*, 2008.

Refereed Journal Articles

With Kevin Jones. “Mentoring At-risk Middle School Students to Reduce Communication Apprehension.” *Mentoring & Tutoring: Partnership in Learning*. (2017): doi: 10.1080/13611267.2017.1326692.

“Closing the Assessment Loop in the Basic Communication Course.” *Discourse: The Journal of the Speech Communication Association of South Dakota* 3 (2016): 85-95.

With Timothy Ball, Beth Goering, Qingwen Dong, and David Bodary. “Civic Engagement and a Communication Research Agenda.” *Communication Education* 65 (2016): 490-492.

With Betsy Bach, Phil Backlund, Deborah Hefferin, Deirdre Johnston, Brad Mello, and Howard Sypher. “NCA Program Review Standards: Background, Application, and Data.” *Communication Education* 60 (2011): 279-295.

“Using YouTube™ to Promote Curricular Awareness and Persuasive Skills in the Basic Communication Course.” *Communication Teacher* 25 (2011): 38- 41.

“Differing Administrator, Faculty, and Staff Perceptions of Organizational Culture as Related to External Accreditation.” *Academic Leadership Journal* 8 (2010): Online.

With Steven Procopio. “Do You Know What it Means to Miss New Orleans? Internet Communication, Geographic Community, and Social Capital in Crisis.” *Journal of Applied Communication Research* 35 (2007): 67-87.

With Karrin Anderson, Sarah Bonewits, Kelly McDorman, Jennifer Pierce, Kristina Sheeler, and Helen Tate. “Voices about Choices: The Role of Female Networks in Affirming Life Choices in the Academy.” *Women’s Studies in Communication* 27 (2004): 88-110.

“Every Man a Demagogue?: The Crafting of Persona in Huey Long’s Autobiography.” *Louisiana Communication Journal* 5 (2003): 41-59.

Competitively Selected Book Chapters

With Karrin Anderson, Sarah Feldner, Krista Longtin-Hoffman, Kristina Sheeler, and Helen Tate. “Horror Stories from the Hallowed Halls of Academia: How Six Women Lived to Tell the Tale.” *What to Expect and How to Respond: Distress and Success in Academia*. Eds. Earl Wright II and Thomas C. Calhoun: Lanham, MD: Rowman & Littlefield (2016): 153-170.

“Homeless vs. Bum: Helping Students See Perceptual and Policy Ramifications of Word Choice.” *Teaching Ideas for the Basic Communication Course (10th edition)*. Eds. Barbara Hugenberg and Lawrence Hugenberg. Dubuque: Kendall/Hunt (2006): 129-131.

Invited Journal Contribution

With Karen Fontenot. “Outside of the Storm Zone: Louisiana’s Colleges and Universities Respond.” *Louisiana Communication Journal* 8 (2006): 77-78.

Invited National Communication Association Contributions

“Communication: The Vanguard of Pedagogic Innovation.” *Spectra: The Magazine of the National Communication Association*, 54: 4 (2018), 8-13.

With Karrin Anderson, Sarah Feldner, Krista Hoffmann-Longtin, Kristina Sheeler, and Helen Tate. “Negotiating the Tenure Track: Strategies that Acknowledge Gender, Institutional Affiliation, and Family Circumstance” *NCA Women’s Voices: Newsletter of the Women’s Caucus and the Feminist and Women’s Studies Division*, 4 (2007).

Book Review

Review of *Mediated Politics: Communication in the Future of Democracy*, edited by W. Lance Bennett and Robert M. Entman. *Southern Communication Journal*, 68 (2002): 83-84.

Competitively Selected Conference Papers

“Closing the Assessment Loop in the Basic Course: Strategies for Winning-over a Resistant Faculty.” National Communication Association. Chicago, IL. November 2014.

“Administrator, Faculty, & Staff Perceptions of Organizational Culture as Related to External Accreditation.” National Communication Association. San Francisco, CA. November 2010.

With Philip Backlund, Deborah Hefferin, Deirdre Johnston, Howard Sypher, and Betsy Bach. “NCA Program Review Standards: Background, Application, and Data.” National Communication Association. Chicago, IL. November 2009.

With Steven Procopio. “Do You Know What it Means to Miss New Orleans? Community, Crisis, and Internet Communication.” National Communication Association. San Antonio, TX. November 2006.
Earned **Top Paper Award** in Human and Communication Technology.

“Do You Know What it Means to Miss New Orleans?: Community, Crisis and Internet Communication.” SLU Faculty Conference on Teaching, Research & Creativity. April 2006.

“Every Man a Demagogue?: The Crafting of Persona in Huey Long’s Autobiography.” Southern States Communication Association. Birmingham, AL. April 2003.

“The Effects of Status, Gender, and Language Intensity on Persuasiveness and Credibility.” National Communication Association. Chicago, IL. November 1997.

“The Effects of Gender, and Language Intensity on Candidate Credibility.” Midwest Political Science Association. Chicago, IL. April 1997.

“Baconianism vs. Pragmatism: Competing Views of Science in the O.J. Simpson Trial.” Speech Communication Association. San Diego, CA. November 1996.

“Beauty as the Regrowing of the Souls’ Wings: A Response to Whitson and Poulakos.” Southern States Communication Association. New Orleans, LA. April 1995.
Earned **Top Paper Award** in Rhetoric and Public Address.

Competitively Selected Conference Presentations and Roundtables

“The Flipped University: Student Design and Honors Offerings.” National Collegiate Honors Council. Orlando, FL. November 2021.

“Surviving and Thriving in New Roles: Communicating in Ways that Advance Women’s Opportunities in the Academy.” National Communication Association. Baltimore, MD. November 2019.

“Maximizing Cross-Campus Partnerships to Enhance Honors Offerings on a Shoestring Budget.” Southern Regional Honors Council Conference. Memphis, TN, March 2019.

“Building a Legacy of Inclusion: Strategies for New Program Development.” National Communication Association. Dallas, TX. November 2017.

- “Learning Outcomes in Communication: Articulating Relevance, Creating Legacy.” National Communication Association. Dallas, TX. November 2017.
- “Communication’s Civic Calling to Improve Higher Education: Using your Disciplinary Expertise to Improve Assessments throughout Your Campus.” National Communication Association. Philadelphia, PA. November 2016.
- “Embracing Opportunities to Succeed in Your Job Search: Women Helping Women Prepare for Academic Job Interviews.” National Communication Association. Las Vegas, NV. November 2015.
- “Creating Women’s Presence in Academe through Reflecting on Our Past: Midcareer Women Offer Reflections and Strategies for Navigating Career Challenges.” National Communication Association. Chicago, IL. November 2014.
- “FAQs for New and Emerging State Communication Associations: Connections among Past, Present, and Future.” National Communication Association. Washington, D.C. November 2013.
- “Conscious Connections: Using your Communication Savvy to Advance Women's Interests.” National Communication Association. Washington, D.C. November 2013.
- “Job-seeking and Hiring as Participation in the Academic Community.” National Communication Association. Orlando, FL. November 2012.
- “Do You Want to be Right or Do You Want to be Effective?: Using Your Voice to Deal With Difficult People in the Academy.” National Communication Association. New Orleans, LA. November 2011.
- “The Girlfriend's Guide to the Academy: Clearing Pathways and Building Bridges.” National Communication Association. San Francisco, CA. November 2010.
- “The Changing Academic Job Market: Tips for Women Job Seekers.” National Communication Association. Chicago, IL. November 2009.
- “Considering Gender, Service and Career Advancement.” National Communication Association. San Diego, CA. November 2008.
- With Melissa Sparks. “Let’s Give ‘Em Something to Talk About: Using Communication Auditing to Enhance Organizational Effectiveness.” American Society of Association Executives’ Great Ideas Conference. Orlando, FL. December 2007.
- “Crafting a Personally Empowering Rhetoric of Service.” National Communication Association. Chicago, IL. November 2007.
- “Making Our Own Way: Successful Career Strategies for Situated and Place-bound Scholars.” National Communication Association. San Antonio, TX. November 2006.
- “The Strengths and Challenges of MA/MS Only Programs.” Louisiana Communication Association. Lake Charles, LA. September 2006.
- “Tenure in Uncertain Circumstances: A Collaborative Approach to Negotiating Foggy Terrain.” National Communication Association. Boston, MA. November 2005.
- “Building a 2 + 2 in the Louisiana Higher Education Landscape.” Annual Conference of Louisiana Colleges and Universities. New Orleans, LA. March 2005.

- “Family Matters in the Academy: How Family Friendly Policies Are Affecting Higher Education.” National Communication Association. Chicago, IL. November 2004.
- “Launching a Learning Outcomes Assessment Initiative.” National Communication Association. Chicago, IL. November 2004.
- “Communicating Across Colleges: (Re)Framing the Present Louisiana Higher Education Landscape – a Roundtable Discussion.” Louisiana Communication Association. New Orleans, LA. September 2004.
- “The Role of Speech Communication Learning Outcomes in Accreditation.” Southern States Communication Association. Birmingham, AL. April 2003.
- “The Importance of Female Support Networks in Higher Education.” National Communication Association. Atlanta, GA. November 2001.
- “Get a Job! Workforce Development in Communications Courses at the Community College.” National Institute for Staff and Organizational Development. Austin, TX. May 2001.
- “The Role of the Speech Communication Educator in Workforce Development.” Southern Speech Communication Association. Lexington, KY. April 2001.

Invited Presentations

- With Trevor Parry-Giles. “LOCs and General Education.” National Communication Association Learning Outcomes in Communication Convening. Indianapolis, IN. October 2016.
- “Interviewing with Insight: How to Anticipate Interview Questions and Formulate Meaningful Responses.” National Communication Association. Las Vegas, NV. November 2015.
- “Accountability and Assessment in the 21st Century Communication Department. National Communication Association. Las Vegas, NV. November 2015.
- “Using the new NCA Guidelines for Program Assessment.” National Communication Association. New Orleans, LA. November 2011.
- With Patrice Buzzanell, Melbourne Cummings, and Rachel Droogsma. “Womentoring Session III.” National Communication Association. San Francisco, CA. November 2010.
- “Organizational Behaviors, Methods of Motivating Employees and Handling a Multitude of Human Resources Problems Involved in Any Type of Business.” Southeastern’s International Program in Marketing, Advertising and Communication, New Orleans, LA. October 2009.
- With Peter Petrakis and Mary Sue Ply. “Political Satire, Past and Present – a Prequel to The Capitol Steps.” Southeastern Louisiana University Fanfare. Hammond, LA. October 2007.
- “Creating a Healthy State Organization for Our Discipline: The Future of the Louisiana Communication Association.” Roundtable panel participant. National Communication Association. Boston, MA. November 2005.
- With William Dufrene. “Best Practices in Accreditation.” Louisiana Community and Technical College System Presidential Leadership Team. Baton Rouge, LA. March 2003.

“The Importance of Female Support Networks to Maintaining Disciplinary Currency for the Community College Professor.” Indiana University Preparing Future Faculty Symposium. Bloomington, IN. April 2002.

“The Pros and Cons of Administrative Duties Early in Your Career.” Indiana University Preparing Future Faculty Symposium. Bloomington, IN. April 2002.

Awards in Recognition of Scholarly Achievement

Elizabeth Weeks Jones Endowed Professorship in the Humanities, SLU, 2015-18.

Top Paper in Human Communication and Technology, NCA, 2006.

Top Paper in Rhetoric and Public Address, SSCA, 1995.

Fellowship, Indiana University, 1995–98.

Phi Beta Kappa, LSU, 1993.

Top Speaker, CEDA Novice Nationals, 1993.

Phi Kappa Phi, LSU, 1992.

Sophomore Honors Distinction, LSU, 1991.

Sternberg Award for Outstanding Sophomore, LSU, 1991.

National Merit Scholar, LSU, 1989-93.

Professional Activity in the Discipline

NCA Short Course on Learning Outcomes Assessment Instructor, Dallas, 2017.

External Program Reviewer, University of Portland Communication Department Self-Assessment, 2017.

Learning Outcomes in Communication Leader, National Communication Association, 2015-16.

Reviewer, NCA’s MA in Communication Division, 2016.

Reviewer, MacMillan’s *Speech Craft*, 2015.

Presenter, NCA Chair’s Breakfast, 2015.

Member, NCA’s Student Learning Outcomes in Communication Project, 2014.

External Program Reviewer, Columbia College Communication Program Self-Assessment, 2010.

Member, NCA Presidential Taskforce on Departmental Assessment, 2009-11.

President, Louisiana Communication Association, 2009-10.

President-Elect, Louisiana Communication Association, 2008-09.

1st Vice President, Louisiana Communication Association, 2007-08.

Executive Secretary, Louisiana Communication Association, 2004-07.

Reviewer, NCA’s Organizational Communication Division, 2009.

Reviewer, NCA’s Feminist and Women’s Studies Division, 2006.

Division Chair, Southern States Communication Association Community College Division, 2005-06.

Reviewer, Houghton Mifflin’s *Public Speaking and Democratic Citizenship*, 2005.

Reviewer, Top student paper, Louisiana Communication Association, 2004 & 2010.

Grants

Southeastern’s Teaching Enhancement Grant, \$700, 2017-18.

Received funds to take Honors Program students to the National World War II Museum.

Student Government Association Grant, \$1250, 2017-19.

Received funds to support Honors Recognition Ceremony and program development.

Southeastern’s Large Tech Fee Grant, \$9,760, 2015-16.

Awarded to purchase mobile projecting technology for LACO instructors.

Southeastern’s Real World Ready Grant, \$1,500, 2015-16.

Awarded to support COMM 498 participation in the university’s Real World Ready Quality Enhancement Plan.

National Communication Association Initiative Grant – one of just four awarded nationally in 2008-09, \$1000.

Awarded to support community college faculty participation in Louisiana Communication Association convention.

Southeastern's Faculty Development Grant, \$1736, 2007-08.

Awarded for proposed research project: *Accreditation and Organizational Culture*.

Southeastern's Center for Faculty Excellence Research and Travel Grants

- Academic years 2005-06 through 07-08, \$800
- Academic years 2008-09 through 09-10, \$1200
- Academic years 2010-11 through 18-19, \$1000
- Academic years 2020-21 through 21-22, \$1200

Service

University and College Committee Chairmanships

University Honors Committee, SLU, 2016 to present.

University Academic Assessment Committee (Co-chair), SLU, 2017-2018.

Institutional Effectiveness committee, BRCC, 2004-05.

Faculty Evaluation committee, BRCC, 2004-05.

Improvement of Instruction committee, BRCC, 2004-05.

SACS Self-Study Director and Steering Committee, BRCC, 2003-04.

SACS Candidacy Steering Committee, BRCC, 2002.

Program Review Action Team, BRCC, 2001-02.

Faculty Handbook Committee, BRCC, 2000.

Departmental Committee Chairmanships

Major Field Assessment for Languages and Communication, SLU, 2010-16.

COMM 210/211 General Education Assessment (Co-chair), SLU, 2011 to present.

Interpersonal Communication Master Course Syllabus Development, SLU, 2015.

Public Speaking Master Course Syllabus Development, SLU, 2010.

University and College Committees

University Planning Council, SLU, 2022 to present.

General Education Innovation Committee, SLU, 2021 to present.

President's Excellence Awards Ad Hoc Committee, SLU 2021-22.

General Education Committee, SLU, 2017-2019.

Academic Assessment Committee, SLU, 2013 to present.

Arts, Humanities, and Social Sciences Endowed Professors selection committee, SLU, 2016.

President's Award for Excellence in Service selection committee, SLU, 2016.

Retention Committee, SLU, 2014.

President's Award for University Service Selection Committee, SLU, 2014.

Departmental representative on Board or Regents' 2-year articulation maintenance, SLU, 2011-12.

University Services Assessment Subcommittee, SLU, 2010-12.

Transfer Degree (Nevers) committee member, SLU, 2009-10.

President's Excellence Awards, SLU, 2008.

National Endowment for the Humanities Summer Stipend Program, SLU, 2005.

Academic Council, BRCC, 2000-05.

BRCC Leadership Team, BRCC, 2000-05.

Budget and Planning Improvement Committee, BRCC, 2002-05.

General Studies Program Review Committee, BRCC, 2004.
Hiring Order Task Force, BRCC, 2002.
SACS Self-Study Principal Committee on Faculty, BRCC, 2003-04.

Faculty Senate Committees

Budget Committee, SLU, 2013-15.
Committee on Committees, BRCC, 2002-05.
Curriculum Committee, BRCC, 2001-05.
Improvement of Instruction Committee, BRCC, 2002-05.

Departmental Committees

Tenure review committee, SLU, 2011-12; 2017-18; 2018-19.
Departmental Curriculum Committee, SLU, 2011-2018.
Graduate Faculty committee on curriculum, SLU, 2009.
SGA Scholarship committee, SLU, 2009.

Elected Positions

LACO Faculty Senate Representative, SLU, 2013-15.
Phi Kappa Phi, Secretary, SLU, 2013-15.
Louisiana Communication Association Vice/Elect/President, 2007-10.
Louisiana Communication Association Executive Secretary, 2004-07.
Arts and Sciences Senator, BRCC, 2000-02.
Faculty Senate Vice-President, BRCC, 1999-2000.
Faculty Senate Executive Committee, BRCC, 1999-2000.

Advising

Undergraduate Coordinator, Languages and Communication Department, SLU, 2007-16.

- Coordinated ongoing Major Field Assessments
- Responsible for recruiting, orientation, and advising of COMM and SPAN majors
- Supervised departmental graduate assistants
- Planned and implemented Communication Colloquium each fall and spring semester

General studies degree custodian, BRCC, 1998-2005.

Responsible for degree audits, graduation checkouts, annual program reviews, and curricular changes in the associate in general studies degree.

Recruitment of Students and Faculty

Recruitment of Students

Recruitment of Honors students at Lion Pride Preview, Spring Orientation, Academic Success Banquet, 2016 to present.

Advised Department's Majors, SLU, New Student Orientation Sessions, 2007-16.

Represented Division of Liberal Arts at New Student Orientation, BRCC, 2002.

Represented Division of Arts, Sciences, & Humanities at Orientation, BRCC, 2000.

Organized AS&H Award-winning Luau Orientation Booth, BRCC, 1999.

Recruitment of Faculty/Staff

Assistant Professor Search Committee, chair, SLU, Spring 2019.

Communication and Media Studies Department Head Search Committee, member, SLU, Spring 2019.

Speaker at Center for Faculty Excellence New Faculty Orientation, SLU, Fall, 2015.

Communication Assistant Professor Search Committee, member, SLU, Spring 2015.

Dean of Arts, Humanities, and Social Science Search Committee, member, SLU, Fall 2013.

Communication Assistant Professor Search Committee, chair, SLU, Spring 2013.
Communication Instructor Search Committee, member, SLU, Spring 2012.
Academic Advisor Search Committee, member, SLU, Summer 2007.
History Professor Search Committee, member, BRCC, Fall 2004.
Dean of Liberal Arts Search Committee, member, BRCC, Fall 2003.
English Professor Search Committee, member, BRCC, Summer 2002.
Speech Professor Search Committee, chair, BRCC, Summer 2002.
English Professor Search Committee, member, BRCC, Spring 2001.
Speech Professor Search Committee, chair, BRCC, Spring 2000.
Psychology Professor Search Committee, member, BRCC, Spring, 1999.
History Professor Search Committee, member, BRCC, Spring 1999.
Humanities Chair Search Committee, member, BRCC, Spring 1999.
Recruited and hired over a dozen part-time BRCC faculty members in speech, political science, and Spanish.

Communication Consulting and Training

Crime Stoppers International. Conducted training to law enforcement officials on effectively engaging Millennials and Gen Z. September, 2018.

Society of Louisiana CPAs' 2012 Educator Workshop. Conducted training on engaging the Millennial Generation in accounting classrooms. March, 2012.

Northshore Human Resources Forum. Presented *From Boredroom to Boardroom: How to Communicate with the Millennial Generation to Enhance Organizational Effectiveness* for CEUs for HR professionals. October, 2011.

River Parishes Community College. Conducted communication audit and ECCO analysis. August-December 2010.

Western Utility Training Advisory Board. Conducted daylong session for industry trainers from across the nation on facilitating interaction and recall with Millennial audiences. June 2009.

River Parishes Community College. Reviewed SACS accreditation submission, conducted onsite training for assessment techniques, and edited Quality Enhancement Plan. August 2008-March 2009.

Baton Rouge Safety Council. Train-the-trainers: Effectively targeting the modern audience in safety training. May 2008.

Pennington Biomedical Research Facility: "Interacting with Laypeople to Create an Atmosphere of Public Service," one day session. May 2007.

Baton Rouge Safety Council (BRSC)
Reviewed EPA grant and Annual Report. January 2007.

Baton Rouge Safety Council needs assessment and grant writing: Worked with the Baton Rouge Safety Council to assess their needs and options regarding a new community safety initiative. Wrote grant to fund the initiative. June-August 2005.

With Carol Hopson, "Communication Audit Phase 1: Survey of Employees," report produced for the Louisiana Technical College. Surveyed 121 employees regarding communication patterns and preferences, ran frequencies, and drafted final report. "Communication Audit Phase 2: ECCO analysis." October 2004-May 2005.

“You hear me, but are you listening: Improving listening in academic settings,” half-day training for the Louisiana State University Center for Academic Success College Reading and Learning Association (CRLA) Certification. January 2005.

“Listening, conflict resolution, and management styles: Assessing and meeting the needs of internal and external constituents.” Three-day training workshop conducted for Catholic Community Services. July 2004.

With William Dufrene “Train the trainer: Effective use of communication technology for Exxon-Mobil” presented to Exxon-Mobil employees through BRCC’s Workforce, Corporate, and Continuing Education division. May 2004.

With Melissa Sparks, “Promoting health communication at the source: Immediacy strategies in the medical school classroom,” one-day training seminar for the University of Mississippi Medical Center Faculty. March 2004.

“Overcoming communication reticence in the process technology worker,” training conducted at the Facilitated Classroom Instruction Conference sponsored by the American Chemical Association and the Louisiana Chemical Association. Baton Rouge. November 2002.

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

PERSONNEL COMMITTEE

February 23, 2023

Item K.3. **University of New Orleans'** request for approval to appoint Dr. Carolyn Golz as Vice President for Student Affairs effective January 1, 2023.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Carolyn Golz as Vice President for Student Affairs effective January 1, 2023 at an annual salary of \$145,848.67. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans' request for approval to appoint Dr. Carolyn Golz as Vice President for Student Affairs effective January 1, 2023.*



K.3.

THE UNIVERSITY *of*
NEW ORLEANS

OFFICE OF THE PRESIDENT

December 1, 2022

Dr. Jim Henderson
President
The University of Louisiana System
1201 North Third Street
Baton Rouge, LA 70802

Dear Dr. Henderson,

The University of New Orleans requests approval to appoint Dr. Carolyn Golz to the position of Vice President for Student Affairs and Dean of Students effective January 1, 2023.

Thank you for your consideration of this request. Please do not hesitate to contact me should you have any questions.

Sincerely,

John W. Nicklow
President

Carolyn M. Golz, Ph.D.
New Orleans, LA • 70115

EDUCATION

Doctor of Philosophy, Organizational Leadership **December 2013**
The Chicago School of Professional Psychology, Chicago, IL

Dissertation: *The Impact of Student Engagement on Alumni Giving*

Master of Science, Experiential Education **December 2003**
Minnesota State University, Mankato, MN with honors

Master of Science, Criminal Justice Administration **May 2000**
Ferris State University, Big Rapids, MI with honors

Bachelor of Arts, Psychology **May 1997**
University of Alaska Fairbanks, Fairbanks, AK with honors

PROFESSIONAL EXPERIENCE

University of New Orleans **July 2018 – Present**
A midsize, urban, public university serving approximately 8,000 students.

Associate Vice President and Dean of Students

- Serve as the senior student affairs officer, reporting to the Provost and Senior Vice President.
- Provide vision and leadership for all student affairs areas which include Career Services, Counseling Services, Disability Services, Diversity Engagement Center, Health Services, Orientation and Transition Programs, Residential Life, Student Conduct, Student Involvement and Leadership, Title IX, and TRIO programs.
- Provide leadership and guidance to a division of 50 full-time professionals. Supervise an associate dean, assistant dean, nine Directors and a business manager.
- Work closely with the academic deans to create and implement a shared vision for co-curricular learning.
- Directly oversee and manage \$1.5 million multi-funded annual operating budget.
- Created and serve as chair of the cross-functional student care network, working closely with advising staff, counseling staff, and UNO Public Safety to respond to concerns about individual students with the goal of increasing student success.

Accomplishments

- Served on the COVID-19 task force to guide university response to the COVID-19 pandemic, which included successful transition to and through fully remote learning, hybrid learning, and in person learning based on case levels over time.
- Successfully navigated emergency response for Hurricane Ida, including relocating nearly 100 residential students from New Orleans to Lafayette in coordination with system partner campus. Responded to student emergency needs after the hurricane, including distribution of gas and grocery gift cards; helping students connect with advisors to switch from in person to online classes, when necessary due to damaged homes or cars; and, ensuring the Privateer

Pantry had adequate resources to assist students with food insecurity as a result of hurricane impacts.

- Reorganized student affairs units to better meet the evolving needs of students: new units were brought under student affairs from other areas, some staff positions were repurposed to create Student Care Coordinator positions, and Orientation and Transition Programs was created to develop more effective orientation and onboarding for new students.

University of California Santa Cruz

February 2014 – July 2018

A large, public university in a coastal community. UC Santa Cruz, a Hispanic Serving Institution, serves over 17,000 students, over 8000 of whom live on campus.

College Administrative Officer

- Served as the chief student affairs officer for Cowell and Stevenson Colleges, which serve approximately 3500 students.
- Supervised the Associate College Administrative Officer who oversees all aspects of housing, residence life, and student conduct for both colleges. Indirectly supervise 7 additional residence life professional staff members.
- Supervised two College Program Coordinators who are responsible for planning and implementing Welcome Week activities, college-sponsored co-curricular programming, and commencement activities. Indirectly supervised two additional College Programs staff members.
- Supervised a financial analyst, an event center manager, and two college assistants.
- Managed emergency planning processes within the two colleges, responding to crises as necessary.
- Worked closely with the Provost for each college to create and implement a shared vision for co-curricular learning that supports the themes of the colleges and the mission of the university.
- Directly oversaw and managed \$1.6 million multi-funded annual operating budget.
- Served on the campus-wide Demonstration Operations Team responding to demonstrations, labor relations activities, and other large public events to ensure safety, support the academic mission of the university, and protect first amendment rights.
- Represented the Colleges on a variety of campus-wide committees including web steering, IT advisory, coordinated community review team for Title IX issues, communications council, orientation planning team.

Accomplishments

- Implemented a cross-functional early alert team, working closely with advising staff, counseling staff, and EOP staff to respond to concerns about individual students with the goal of increasing student success.
- Successfully implemented the transition to a branded mobile app through Guidebook for welcome week programming within all of the Colleges. This included contract review, soliciting funding sources, and coordinating with nine College Programs Coordinators to create a cohesive look and feel for each guide that met university brand standards.
- Coordinated review of college leadership class that resulted in a revised curriculum incorporating the Social Change Model of Leadership. The class now meets university general education requirements for the Practical Experience: Collaborative GE credit.

Lake Forest College

June 2008 – January 2014

A small, private, selective liberal arts college in a suburban community north of Chicago. Lake Forest College serves 1500 students, 1150 of whom live on campus.

Senior Associate Dean of Students/ Director of Residence Life **June 2011 – January 2014**

- Reported directly to the Dean of Students who serves as the Senior Student Affairs Officer for the College. Retained responsibilities of Associate Dean of Students position.
- Managed four direct reports: one director, two associate directors, and department assistant. Indirectly managed five residence directors, and 39 resident assistants.
- Directly supervised the Director of the Gates Center for Leadership Development and Personal Growth, who oversaw New Student Orientation, Greek Life, student activities, student union, leadership development, service learning, and student government. Also indirectly supervised two professional staff members and a Department Assistant.
- Directly managed, including budgeting and forecasting, a \$270,000 budget for residence life. Indirectly responsible for \$550,000 budget for the Gates Center.
- Served on institution-wide committee that created a comprehensive co-curricular development plan (the Forester Five foundations) for student learning outside the classroom.
- Worked with Facilities Management staff to coordinate building enhancements and repairs.
- Oversaw the campus-wide student conduct process for cases involving non-academic alleged violations of the Student Code of Conduct, serving as the appeal officer for all cases except suspension.
- Responded to and resolved day-to-day student and parent concerns that were referred to the Office of the Dean of Students.
- Served on campus Crisis Management Team.
- Participated in shared governance process that included committee work and regular governance meetings with faculty, staff, and students.
- Maintained many responsibilities of Associate Dean of Students position.

Accomplishments

- Partnered with a development company to demolish an outdated 64-bed residence hall and build a new 230-bed hall in its place. Also navigated enrollment growth and demand for residential space that exceeded our capacity through creative problem solving.
- Successfully reorganized residence life to increase community building, operational efficiency, and customer service. Also led residence life team in strategic planning process.
- Worked with campus-wide committee to revise policies and procedures related to Title IX complaints. Served as chair of the sexual misconduct hearing board, hearing cases involving faculty, staff, and students.

Associate Dean of Students for Community Standards **August 2008 – May 2011**

- Served as the senior hearing officer for the college, hearing non-academic cases involving alleged violations of the Student Code of Conduct and oversaw Residence Life staff in their roles as hearing officers.
- Recruited and trained student, faculty, and staff panelists for conduct board hearings.
- Trained residence life staff on creating and implementing community standards in residence halls.
- Chaired the Early Action Student Support Team (EASST) and Disruptive Behavior Assessment Team (DBAT).
- Responded to neighbor complaints regarding off-campus student behavior, following up with neighbors, local police, and students as appropriate and necessary.
- Participated in Dean on Call rotation responding to emergency or crisis situations.
- Coordinated Student Affairs staff role at Commencement, including all communication with graduating seniors
- Advised the Senior Steering Committee, responsible for planning and implementing fundraising events for the Senior Class Gift, and senior commencement activities.

- Certified enrollment for students participating in veterans' benefits programs.
- Served as the interim Director of Residence Life from May 2010 to August 2010 and May 2011 to June 2011.

Accomplishments

- Successfully led transition of all student affairs webpages to new content management system (LiveWhale).
- Implemented new software for student conduct (Pave Judicial Action), moving the college from a paper-heavy process to a completely paperless process.

University of Illinois at Chicago (UIC)

June 2003 – August 2008

A large, urban, public institution serving 25,000 students. UIC, one of the top five most diverse campuses in the nation, houses 3500 students.

Area Coordinator

May 2005 – August 2008

- Supervised up to three masters-level Resident Directors, three support staff members, and three graduate assistants.
- Indirectly supervised up to two graduate Assistant Resident Directors, two desk supervisors, a security supervisor, and 30 Resident Assistants.
- Served as complainant in conduct cases in which residential students were referred to the Dean of Students Office for formal hearings.
- Participated in senior staff on-call duty rotation.
- Coordinated the opening of a new 740-bed residential tower complex.
- Coordinated leadership programs for residential students including Project: LEAD and New Student Days, as well as advised RHA and NRHH.

Resident Director for Leadership Programs

June 2003 – May 2005

- Planned, implemented, and evaluated New Student Days program, five days of community-building and educational programming for first-year residential students.
- Coordinated Campus Housing Leadership Institute, a three-day leadership development program for incoming first-year residential students.
- Advised the Residence Hall Association.
- Chaired the student staff training and selection committees.

Minnesota State University, Mankato

January 2003 – May 2003

A mid-sized public institution located in a small town. The university serves 13,000 students and approximately 3100 students live on campus.

Assistant Complex Director

- Filled a mid-year vacancy during the last semester of graduate program.
- Supervised six Community Advisors in an area housing approximately 225 students.
- Participated in the Assistant Complex Director Selection Committee.

The Princeton Review, Newton, MA

November 2000 – August 2002

A publicly traded company that provides test preparation, tutoring and admissions resources for students.

Director of Operations**June 2001 – August 2002**

- Managed a department of six full-time staff members and a \$2M operating budget.
- Oversaw day-to-day course operations for Eastern Massachusetts, Maine, New Hampshire, and Vermont including hiring, training and staffing over 300 part-time teachers, reserving rooms at local sites for test preparation classes, and ensuring that all courses ran smoothly and efficiently.
- Led a reorganization of department and continually re-evaluated the effectiveness of operating systems.

Assistant Director of Student Services**November 2000 – June 2001**

- Provided customer service support for students enrolled in The Princeton Review courses.
- Served on MCAT team call for network, providing student services viewpoint on related issues and coordinated all official communication with students.
- Developed and implemented systems for addressing student concerns.

Ferris State University, Big Rapids, MI**July 1997 – July 2000**

A mid-sized public institution located in a small town. Ferris serves 14,000 students, approximately 3500 of whom live on campus.

Residence Hall Director**July 1997 – July 2000****Summer Orientation Supervisor****May 1998 – July 2000****SELECT PRESENTATIONS**

Golz, C. (2017). Effective expectation setting for retaining entry-level student affairs professionals. Webcast presentation for Academic Impressions.

Fishman, S., & Golz, C. (2014). Applying transition theory to life-long learning and alumni engagement. Presented at the annual NASPA Conference.

Golz, C., Vianden, J., & Dennig, C. (2014). Showing the love: #SAPros as leaders in developing student loyalty. Presented at the annual NASPA Conference.

Beebe, C., Bruce, T., Golz, C., Iwamiya, S., & Harrison, S. (2014). Back to basics: Making the senior-level housing officer competencies practical for new professionals. Presented at the annual ACUHO-I conference.

Golz, C. (2013). Student engagement and alumni giving: Are they related? Presented at the annual NASPA conference.

Flot, R., Golz, C., & State, T. (2012). Creating an institution-wide co-curricular development plan. Presented at the NASPA IV-E annual conference.

Golz, C., & State, T. (2012). Student affairs and alumni relations partnerships. Presented at the NASPA IV-E annual conference.

Golz, C., Green, D., Horvath, T. K., Payne-Kirchmeier, J. (2012). Bringing order to chaos: Leading a housing program through a university/student affairs restructure. Presented at the annual ACUHO-I Conference.

PUBLICATIONS

Beebe, C. W., Brouillard-Bruce, T., Golz, C., Harrison, S. H., & Iwamiya, S. (2018). Know and do: Evolving professional competencies in student housing. *Journal of College and University Student Housing*, 44(2), 108-123.

PROFESSIONAL INVOLVEMENT

- NASPA Region VI Women in Student Affairs Knowledge Community, chair, 2016-2017
- NASPA Excellence Awards, co-chair, 2016-2019
- NASPA NorCal Advisory Committee, *member*, 2014-2016
- NASPA Excellence Awards Area Chair, 2014-2016
- Association of College and University Housing Officers – International (ACUHO-I), *member*, 2010-2018
- ACUHO-I Professional Standards Institute, *participant*, 2013
- Association for Student Conduct Administration (ASCA), *member*, 2008-2013; #ASCachat *moderator*, 2013-2016
- ASCA Circuit 7, *Illinois State Representative*, 2011
- NASPA: Student Affairs Administrators in Higher Education, *member*, 2004, 2007, 2009-present
- Great Lakes Association of College and University Housing Officers (GLACUHO) Contemporary Issues Committee, *Chair*, 2011
- GLACUHO Professional Recruitment and Orientation Committee, *member*, 2005-2007
- GLACUHO New Professionals/ Mid-Managers Drive In Conference, *host*, 2006
- GLACUHO Professional Development Committee, *member*, 2004-2005
- Illinois Residence Hall Association, *Advisor*, 2003-2005

AWARDS AND HONORS

UNO Presidential Staff Medallion, 2021

UC Santa Cruz Business and Administrative Services Simplification STAR Award, 2016

Lake Forest College Commitment to Student Development Award, 2012

Outstanding Experienced Professional, ACPA Commission for Housing & Residence Life, 2008

GLACUHO Top 10 Program Award, 2007, 2008, 2011

UIC Student Organization Advisor of the Year, 2007

GLACUHO Project of the Year Award, *Project: LEAD*, 2006

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

PERSONNEL COMMITTEE

February 23, 2023

Item K.4. **University of New Orleans'** request for approval to appoint Ms. Mamie Sterkx Gasperecz as Vice President for Business Affairs effective March 1, 2023.

EXECUTIVE SUMMARY

The University requests approval to appoint Ms. Mamie Sterkx Gasperecz as Vice President for Business Affairs effective March 1, 2023 at an annual salary of \$200,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans' request for approval to appoint Ms. Mamie Sterkx Gasperecz as Vice President for Business Affairs effective March 1, 2023.*



K.4.

THE UNIVERSITY *of*
NEW ORLEANS
OFFICE OF THE PRESIDENT

January 9, 2023

Dr. Jim Henderson
President
The University of Louisiana System
1201 North Third Street
Baton Rouge, LA 70802

Re: Ms. Mamie Sterkx Gasperecz

Dear Dr. Henderson,

On behalf of the University of New Orleans, I am requesting approval to hire Ms. Mamie Sterkx Gasperecz for the position of Vice President for Business Affairs/CBO to begin effective March 1, 2023. Ms. Gasperecz was selected by a committee through a national search.

Thank you for your consideration.

Sincerely,

John W. Nicklow
President

MAMIE STERKX GASPERECZ
1001 JOSEPH STREET
NEW ORLEANS LOUISIANA 70115

(504)228 1584

MAMIEGASPERECZ@GMAIL.COM

PROFILE

Passionate about New Orleans' cultural economy, historic preservation, sustainable local non-profit performance, children's education and her family.

EXPERIENCE

GULF COAST BANK & TRUST COMPANY, VICE PRESIDENT

2017-PRESENT

Served as Secretary/Treasurer of the Gulf Coast B&T Foundation and managed charitable giving processes and sponsorship requests. Prepared all Public Funds RFP responses. Coordinated and managed Retail Division Summer Intern program. Served as Retail representative for the bank's Community Reinvestment Program for the CRA Services exam. Developed Financial Literacy workshop curriculum for business development and community outreach. Assigned to the Product Management Team to comprehensively redesign the bank deposit product set and create internal communication collateral materials.

Managed a team of Private Bankers responsible for deposit growth. Developed and forged successful partnerships with local non-profit organizations to build a sustainable brand of outreach and education. Organized and executed VIP events and receptions for clients and bank executives. Managed Magazine Office for 18 months and achieved unprecedented deposit growth for branch.

HERMANN-GRIMA + GALLIER HISTORIC HOUSES, EXECUTIVE DIRECTOR

2007-2017

Served as the longest-serving Executive Director in the museums' history. As CEO of these two 19-century National Historic Landmark museums in the Vieux Carre, led the growth of the endowment by more than 50%, increased operating budget by more than 200% (and balanced the budget each fiscal year), developed new lines of business consistent with the organization's mission, and completed a \$1+ million capital improvement campaign for the Hermann-Grima House.

Successfully completed American Alliance of Museums reaccreditation certification. Completed the post-Katrina Getty Foundation Transition Planning process for board and organization. Created award-winning multi-disciplinary curriculum and camps in partnership with ISAS and charter schools to revitalize educational programming. Researched and revised the narrative of the museums to include the stories of all of the people of the property, including Free People of Color, enslaved workers, founding families, women and children as well as the women's organization that currently owns and manages the museums.

Completed the Getty Leadership institute program for new museum professionals. Served as a Peer Reviewer in the American Alliance of Museums Accreditation and Museums Assessment Programs, a Grant Reviewer for the Institute of Museum and Library Services, and as an Southeast Museums Conference and Louisiana Association of Museums presenter on accreditation. During this time, the museums wrote and published a book, *Luxury, Inequity and Yellow Fever*, which is a beautiful compilation of the stories and photographs of the historic houses as well as the people who lived on the property.

UNIVERSITY OF NEW ORLEANS, COLLEGE OF BUSINESS, INSTRUCTOR 2004-2005

FIRST COMMERCE CORPORATION, VICE PRESIDENT 1988-1998

EDUCATION

LOYOLA UNIVERSITY, NEW ORLEANS

MASTER OF BUSINESS ADMINISTRATION, 1987

BACHELOR OF ARTS, HISTORY, 1984

COMMUNITY SERVICE

- *New Orleans Chamber, Member, Board of Directors, 2022-present*
- *Unity of Greater New Orleans, Member, Board of Directors, 2022-present*
- *French Quarter Management District, Commissioner, 2019-present*
- *French Quarter Management District, Livability Committee Chair, 2020-present*
- *Vieux Carre Commission, Commissioner, 2017-22, Chair 2019-22*
- *Vieux Carre Commission Foundation, 2017-present*
- *Loyola University New Orleans Alumni Board, 2002-07, 2017-22*
- *Women's Professional Council 2013-22*
- *Junior League of New Orleans: Active Member, 2002-08 Sustainer 2008-present*
- *Operation Restoration, Board Chair, 2018-22, Member, Board of Directors, 2022-present*
- *Pitot House/Louisiana Landmarks Society Board, 2017-19*
- *City Business Magazine "Woman of the Year," 2018*
- *New Orleans Tennessee Williams Literary Festival: President, Member, Board of Directors, 2015-18*
- *Award for Excellence in Historic Preservation from Louisiana Landmarks Society, 2017*
- *Inside New Orleans Magazine "Women IN Business," 2015*

- *New Orleans Magazine "Top Female Achiever," 2011*
- *Louisiana Assn of Museums: Member, Board of Directors, 2008-11 Treasurer, 2010-11*
- *Vieux Carre Property Owners & Residents Assn: Member, Board of Directors, 2007-10*
- *Louisiana Trust for Historic Preservation: Member, Board of Directors, 2006-08*
- *New Orleans Magazine "Person to Watch" 2007*
- *Preservation Resource Center "Holiday Home Tour" Chair 2002, Board 2003-2006*
- *YWCA "Volunteer of the Year," 1992*
- *George Hay Brown/American Marketing Association Scholar of the Year, Loyola University, 1987*