

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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.1.**      **Louisiana Tech University's** request for approval to appoint of Dr. Henrietta Pichon as Dean of the College of Education and Human Sciences effective June 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Henrietta Pichon as Dean of the College of Education and Human Sciences effective June 1, 2024 at an annual salary of \$162,500. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Louisiana Tech University's request for approval to appoint Dr. Henrietta Pichon as Dean of the College of Education and Human Sciences effective June 1, 2024.*



J.1.

# LOUISIANA TECH UNIVERSITY®

Office of the President

May 17, 2024

President Rick Gallot  
University of Louisiana System  
1201 North Third Street  
Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

Louisiana Tech University requests permission to appoint Dr. Henrietta Pichon as the Dean of the College of Education & Human Sciences (CEHS).

Dr. Pichon has over 25 years of experience in higher education, including multiple leadership roles where she has led with excellence. Her most recent leadership role was as Dean of the College of Education at the University of Colorado, Colorado Springs.

Dr. Pichon earned her bachelor's degree in English and master's degree in Secondary English Education from Louisiana Tech University and her doctorate in Educational Administration from the University of New Orleans.

In accordance with Board policy, a national search was conducted to identify the best qualified individual to serve as the Dean of the College of Education & Human Sciences. Therefore, I respectfully submit Dr. Henrietta Pichon as Louisiana Tech University's choice for the Dean of the College of Education & Human Sciences.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "James B. Henderson", with a long, sweeping horizontal line extending to the right.

Dr. James B. Henderson  
President

**Henrietta Williams Pichon, Ph.D.**  
**Curriculum Vita**

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**PROFESSIONAL SUMMARY**

- Over 25 years of experience in higher education in which I was able to gain multiple leadership roles in different aspects of Academic Affairs across four different public, four-year institutions.
- Professional, research, and teaching experience specifically related to access and persistence/retention, development, and leadership of historically underserved populations in higher education to include students, faculty, and staff.
- Administrative experience with managing budgets; strategic resource allocation; curriculum development, faculty development with research and scholarly activities, teaching and learning, and service and outreach; fundraising; accreditation; and development and inter- and transdisciplinary collaborations among departments, colleges, and community.
- Leadership activities engage units in transformational change through mission development, strategic planning and data-driven decision making, community-building, information gathering and sharing, and authenticity.
- As a first-generation student, scholar, and practitioner, I have sought to engage students, faculty, and staff in equity, inclusion, and diversity initiatives that are intentional, developmental, and collaborative.

**ACADEMIC HISTORY**

- Ph.D.** Educational Administration (August 2003)  
Concentration: Higher Education Administration  
University of New Orleans (UNO; New Orleans, LA)
- M.Ed.** Secondary English Education (November 1993)  
Louisiana Tech University (Ruston, LA)
- B.A.** English (August 1992)  
Louisiana Tech University (Ruston, LA)

**LEADERSHIP AND ACADEMIC APPOINTMENTS**

**University of Colorado Colorado Springs (UCCS)**

**Dean/Professor, July, 2022**

UCCS seeks to be a premier comprehensive undergraduate and specialized graduate R2 university, provides students with academically rigorous and life-enriching experiences in a vibrant university community. We advance knowledge, integrate student learning with the spirit of discovery, and broaden access to higher education for the benefit of southern Colorado, the state, nation and world. UCCS has approximately 12,000 students and approximately 1,100 are enrolled in the College of Education in three departments (Teaching and Learning; Leadership, Research, and Policy; Counseling and Human Services). There are approximately 60 faculty and 20 staff in three different buildings.

- Lead day-to-day operations of college functions and personnel;
- Oversee year-long information seeking for long-term planning (to include programs for growth);
- Manage shrinking budget;

- Maintain and creating lasting partnerships with school districts, higher education institutions, and behavioral health agencies;
- Oversee fundraising opportunities and launch campaign for growth;
- Work with departments on program review/assessment per state reauthorization and accreditation needs;
- Focus on systematic student recruitment and engagement.

### **New Mexico State University (NMSU; Las Cruces), 2013-2022**

NMSU is the states land-grant institution. The institution is designated a Hispanic Serving Institution (HSI) and NASA Space-Grant College. The main campus in Las Cruces serves over 12,000 diverse students in six colleges with over 200 certificates and degrees while striving to return to R1 status.

- 2021-2022      Interim Dean, College of Health, Education, and Social Transformation (HEST)**
- Approved May 2021 and effective July 1, 2021, the new college combines units in the former College of Education (Communication Disorders; Counseling and Educational Psychology; Kinesiology; and Teacher Preparation, Administration, and Leadership), the former College of Health and Social Services (Nursing, Public Health, and Social Work), and the Sociology Department (formerly in the College of Arts and Sciences). These programs are spread through 7 different buildings and 3 different campuses. The new college will serve as a regional leader for identifying gaps that lead to disparities in health, education, and socio-economic outcomes. HEST serves over 3,000 students, 140 faculty, 25 staff, and approximately 60 staff hired through Research and Sponsored Programs (e.g., Headstart, SOAR, NM Rising, STEM Outreach, Excellence in STEM) or outreach (Myrna's Children Village). It has a combined budget of \$16.5M, manages \$35M in grant proposal submissions, \$18M in foundation (current use, endowments, and scholarships). Accreditations and endorsements include APA, CAAASHA, CAATE, CACREP, CAEP, CCNE, CEPH, CSWE, NASP, and NSCA. In merging the units, responsibilities have included:
- Facilitate and craft year-long strategic initiatives for year one while establishing the foundation for more long-term strategic planning per organizational scan.
  - Provide quality teaching and learning opportunities that take advantage of best practices and technology to engage students in student-centered best practices.
  - Lead and support research and outreach initiatives designed to position the new college to engage in transformative research that engages community partners and highlights synergies of expertise.
  - Advance commitment to social justice and issues related to equity, inclusion, and diversity.
  - Provide leadership and oversight over instructional and general budget funding, resource allocation, fundraising, and legislative finance and policy development and advocacy.

- 2020-2021      Interim Dean, College of Education**
- College of Education housed several academic units: Communication Disorders; Counseling and Educational Psychology; Kinesiology; and Teacher Preparation, Administration, and Leadership. These programs are spread through 5 different buildings and houses programs at 2 different campuses. The college served over 1,800 students, 80 faculty, 15 staff, and approximately 50 staff hired through Research and Sponsored Programs (e.g., Headstart, SOAR, NM Rising, STEM Outreach, Excellence in STEM) or outreach (Myrna's Children Village). It had a budget of \$8.5M, managed \$25M in grant proposals, \$9M in foundation

(current use, endowments, and scholarships). Accreditations and endorsements include APA, CAAASHA, CAATE, CACREP, CAEP, and NASP.

- Worked with faculty and staff to promote and support a collegial environment, open communication, and shared governance; engage in program development at the undergraduate and graduate levels.
- Worked with department, college, and university to address issues related to faculty hiring and retention, and tenure and promotion processes.
- Sought to develop, maintain, and promote internal and external partnerships including schools, community organizations, medical facilities, and other professional entities.
- Promoted values of diversity and inclusion and support for the broad principles associated with NMSU's mission within the college.
- Worked with the leadership team to develop, manage, and plan the budget; engaged in strategic planning; and used multiple data analytics in decision making processes.
- Worked with faculty, executive council, advisory council, and government relations council to securing external personal, state, corporate, and federal funding.
- Maintained and promoted appropriate accreditation, assessment, and self-study processes at local, state, and national levels.

2018-2020

**Interim Associate Dean, College of Education**

- Promoted academic achievement and student satisfaction consistent with established education objectives, quality standards and fiscal responsibility per strategic enrollment management and student success.
- Supervised and evaluated assigned personnel.
- Assisted in development and/or administration of college budgets and areas of supervision.
- Managed P&T process, including Digital Measures Workflow, P&T Handbook, and P&T Committee Workshop.
- Monitored and evaluated course requests and scheduling and curriculum development and approval process.
- Oversaw approval from licensing agencies, regional and national accreditation councils.
- Worked with dean's leadership team to seek/pursue/motivate others to pursue potential sources of funding for the college.
- Liaised among the college and university community, community agencies, businesses, and other groups, advisory committees, state, and national groups.
- Reviewed and approved all the affiliation agreements between departments and outside organizations.
- Oversaw student and faculty, faculty and faculty, and faculty and administrator grievances and appeals per administrative regulation policies.

2017-2022 Associate Professor, Educational Leadership and Administration (Higher

**Education), School of Teacher Preparation, Administration, and Leadership  
Educational Leadership and Administration**

Program seeks to develop leadership skills in a learning community, inform about current trends and policies affecting higher education, and prepare for a career or advancement in community college or university administration with a mission to develop socially just leaders.

- Continue to engage in multiple forms of scholarship (teaching, discovery, application, and integration).
  - Continue to serve on admission reviews, comprehensive examinations, and dissertation committees.
  - Continue to serve on multiple committees in the program, college, university, and nationally.
  - Moved to an administrative role in 2018.
- 2013-2017      Assistant Professor, Educational Leadership and Administration (Higher Education), Educational Leadership and Administration Department**
- Taught on average a 2/2/2 teaching load.
  - Engaged in multiple forms of scholarship (discovery, teaching, application, and integration).
  - Served on admission reviews, comprehensive examinations, and dissertation committees.
  - Served on multiple committees in the program, college, university, and nationally.
  - Recommended for tenure and promotion May 2017.

**Northwestern State University (NSU; Natchitoches, LA), College of Education, 2005-2013**

NSU is a comprehensive, four-year institution. It is classified as a comprehensive university (master's college and university). It was the state's first normal college and enrolled approximately 10,000 students.

- 2012-2013      Associate Professor/Program Coordinator, Student Affairs in Higher Education**
- Oversaw the administrative duties related to the day-to-day operations of program (to include the administration of the newly approved program). Reported to a newly created department head.
  - Taught a 3/4/3 teaching load in Student Personnel Services (administration) in a CACREP accredited program.
  - Served as course steward for 10 of 11 courses taught per year.
  - Engaged in multiple forms of scholarship (discovery, teaching, application, and integration)
  - Served on all admission reviews, first-year reviews, and comprehensive examinations (as well as chaired multiple Paper-in-Lieu of Thesis).
  - Served on multiple committees in the program, college, university, state, and nationally.
  - Recommended for tenure July 2013.
- 2011-2012      Assistant Professor/Program Coordinator, Student Personnel Services**
- Oversaw the administrative duties related to the day-to-day operations of program (to include the revamping the student affairs administrative strand of the program). Reported to the dean.
  - Taught on average a 3/4/3 teaching load in Student Personnel Services (administration) in a CACREP accredited program.
  - Served as course steward for 9 of 11 courses taught per year.
  - Engaged in multiple forms of scholarship (discovery, teaching, application, and integration).
  - Served on all admission reviews, first-year reviews, and comprehensive examinations (as well as chaired multiple Paper-in-Lieu of Thesis).
  - Served on multiple committees in the program, college, university, state, and nationally.
  - Promoted to Associate Professor July 2012.

**2007-2011**

**Assistant Professor, Student Personnel Services**

- Taught on average a 3/4/3 teaching load in Student Personnel Services (administration) in a CACREP accredited program.
- Served as course steward for 9 of 11 courses taught per year.
- Engaged in multiple forms of scholarship (discovery, teaching, application, and integration).
- Served on all admission reviews, first-year reviews, and comprehensive examinations (as well as chaired multiple Paper-in-Lieu of Thesis).
- Served on multiple committees in the program, college, university, state, and nationally.

**Rowan University (RU; Glassboro, NJ), College of Education, 2005-2007**

RU was a comprehensive university that sought research status (currently R2). It served approximately 12,000 students and sought to increase online enrollment. The Educational Leadership department housed the only doctoral program at the time.

**2005-2007**

**Assistant Professor, Educational Leadership**

- Taught on average a 2/2/2 teaching load in the Educational Leadership (EdD) and Education Administration (MA) programs.
- Engaged in multiple forms of scholarship (discovery, teaching, application, and integration)
- Served on all admission reviews, first-year reviews, and comprehensive examinations.
- Served on multiple committees in the program, college, university, state, and nationally.
- Recommended for retention for an additional three years.
- Recommended for a continued course release for an additional two year to advance research agenda.

**University of New Orleans (UNO; New Orleans, LA), Office of Educational Support Programs (formerly Office of Retention/Enrollment Management, Academic Affairs), 1994-2005**

UNO was an R1 institution with enrollment at appropriately 18,000 students at the time. It is an urban, metropolitan university. The Office of Educational Support Programs sought to provide intentional, high-touch, wrap around, intrusive/developmental services to historically underserved students; engaged in institutional effectiveness and strategic planning; staff development; program and curriculum development; and made recommendations to institutional leadership about ways to understand and address institutional barriers.

**September 1999-July 2005**

Director, College Life, New Vision, and PrepStart Programs

**July 1998-August 1999**

Director, College Life/New Vision Programs

**July 1997-June 1998**

Associate Director, College Life/New Vision Programs

**November 1995-June 1997**

Retention Counselor/Specialist, College Life/New Vision Programs

**January 1994-October 1995**

Retention Counselor, College Life Program

**TEACHING AND LEARNING EXPERIENCE**

**New Mexico State University (Fall, 2013-present)**

**Doctoral**

- ELAD 600, Dissertation Seminar (Graduate-Doctoral; Summer, 2016, 2017; Fall, 2016, 2017, 2020, 2021; Spring, 2017, 2021)
- ELAD 620, Organizational Theory (Graduate-Doctoral; Fall, 2014, 2015)
- ELAD 622, Quantitative Research I (Graduate-Doctoral; Spring, 2016, 2017, 2018)

- ELAD 655, Finance in Higher Education (Graduate-Doctoral; Summer, 2015, 2016, 2017, 2018)
- ELAD 658, Elements of Research (Graduate-Doctoral; Fall 2016, 2017, 2018)
- ELAD 670, Doctoral Internship (Graduate-Doctoral; Fall, 2014, 2015, 2016, 2017, 2018; Spring, 2015, 2016, 2017, 2018, 2019)
- ELAD 698, The Professoriate (Graduate-Doctoral; Spring, 2015)
- ELAD 698, The College Student (Graduate-Doctoral; [cross listed with ELAD 598]; Fall 2016)
- ELAD 700, Dissertation Research (Graduate-Doctoral; Spring, 2016, 2017, 2018, 2019, 2020, 2021; Summer, 2016, 2017; Fall, 2016, 2017, 2018, 2019, 2020, 2021)

#### **Master**

- ELAD 582/563, Administration of Higher Education/Community Colleges (Graduate-Master; Spring, 2014, 2015, 2016, 2017, 2018)
- ELAD 530, Change in Higher Education (Graduate-Master; Summer, 2014)
- ELAD 540, Management of Student Services (Graduate-Master; Fall, 2013; 2014; Quality Matters Certified; Fall 2016)
- ELAD 555, Finance in Higher Education (Graduate-Master; Summer, 2014, 2015, 2016, 2017, 2018; [cross-listed with ELAD 455]; Summer 2018)
- ELAD 566, Internship I (Graduate-Master; Spring 2015)
- ELAD 586, Multicultural Leadership (Graduate-Master; Spring, 2014, 2015, 2020)
- ELAD 598, The College Student (Graduate-Master [cross-listed with ELAD 698]; Fall 2016)

#### **Undergraduate**

- ELAD 350v, Introduction to Educational Leadership in a Global Society (Fall, 2014, 2015, 2016, 2017, 2019; Spring, 2016, 2017, 2018, 2019)

#### **Guest Speaker**

- MANG 640, Instructional Development for Teaching Business (Doctoral; Spring, 2014 [recognizing diversity in teaching], 2016 [online instruction])

#### **Mentor/Advising**

- Advise/mentor master and doctoral level students
- Supervise dissertations (n=15): pre-proposal, proposal, and defense
- Serve on dissertation committees (n=30)
- Serve on master comprehensive examination and/or thesis committees

#### **Dissertations Chaired/Completed**

- Henrietta Romero, Ph.D. (Fall, 2021)
- B. Abigail Tarango, Ph.D. (Fall, 2020)
- Jeff Longwell, Ph.D. (Fall, 2019)
- Marcella Talamante, Ph.D. (Fall, 2019)
- Mari Noopila, Ph.D. (Spring, 2018)
- Marlene Menendez, Ed.D. (Spring, 2018)
- Karim Martinez, Ph.D. (Spring, 2018)
- Gina Hochhalter, Ed.D. (Spring, 2017)

#### **Teaching Recognition/Awards**

- Leading the Way Award (October, 2018)
- Distinguished Faculty of the Year (May, 2016)
- Teaching with the Stars (March, 2016, 2017)
- Rousch Teaching Award (January, 2016)
- Certified Quality Matters Peer Reviewer (2015-2018)



**Northwestern State University, Natchitoches, LA (2007-2013)**

**Master Courses**

- The American College Student
- Multicultural and Diverse Populations
- Educational Research and Evaluation
- Student Personnel Service Practicum
- Dynamics of Human Development
- Introduction to Student Personnel/Affairs
- Introduction to Group Dynamics
- History of Higher Education
- Organization and Administration
- Current Events in Higher Education: Seminar
- Legal and Ethical Issues

**Mentor/Advising**

- Supervised theses/paper in lieu of theses for master student candidates
- Supervised comprehensive examination process
- Served on committees for comprehensive examinations and theses for graduate students (master and specialist) and undergraduate students (Scholar's College)
- Advised/mentored master level graduate students
- Co-presented scholarly works with students
- Sponsored student research proposals for several state and national conferences
- Mentored undergraduate students

**Rowan University, Glassboro, NJ (2005-2007)**

**Doctoral Courses**

- Conducting/Analyzing Qualitative Research
- Writing/Analyzing Research Literature
- Leadership, Application, Fieldwork and Seminar
- Conducting/Analyzing Survey Research

**Master Courses**

- The College Student
- The Professoriate
- Change in Higher Education

**Mentor/Advising**

- Supervised Cycle I (Leadership, Application, and Fieldwork Seminar; LAFS I); Cycle II (LAFS II)
- Advised/mentored doctoral students (recruitment, admission, Benchmark I, Benchmark II, etc....)
- Served on dissertation committees (K-16 topics; n=5)

**University of New Orleans, New Orleans, LA (1994-2005)**

**Undergraduate Courses/Office of Educational Support Programs**

- University Success
- Career Exploration
- Study Skills (Academically suspended students)

**Adjunct Faculty, Educational Administration, College of Education (2002-2005)**

**Doctoral/Master Courses**

- College Student Development
- Student Services in Higher Education

**Undergraduate Courses**

## SCHOLARSHIP AND CREATIVE ACTIVITY

### Edited Book

Pichon, H. W. & Mutakabbir, Y. (2022). *African American leadership and mentoring through purpose, preparation, and preceptors*. Hershey, PA: IGI Publisher.

### Peer-reviewed Journal Articles

Noopila, M. Y., & Pichon, H.W. (2022). Exploring leadership education across HSIs: Towards a framework for underrepresented student populations. *The Journal of Leadership (JOLE)*.

Pichon, H. W. (2021) Moving from the cave to belonging: The use of service-learning as a means of developing a sense of belonging among summer bridge students. *The Journal of College and Character*, 23(3), 239-255. doi: 10.1080/2194587X.2021.1939720

**Pichon, H. W.**, Noopila, M. Y., Perez, D., & Saxton, C. (2021). Community ecology model of socio-academic integration: Understanding interactions of racially minoritized students at four HSIs. *International Journal of Multidisciplinary Perspectives in Higher Education (JIMPHE)*, 6(1), 52-76. Retrieved from <https://www.ojed.org/index.php/jimphe/article/view/2997/1486>

Noopila, M. Y. & **Pichon, H. W.** (2020). The influence of Stafford Loan debtload on persistence among historically underserved populations at a Hispanic Serving Institution. *Journal of Student Financial Aid*. Retrieved from <https://ir.library.louisville.edu/cgi/viewcontent.cgi?article=1664&context=jsfa>

Pichon, H. W. (2019). Emergence of a community ecological model of socio-academic integration: Understanding the experiences of students minoritized in higher education. *The Negro Educational Review*, 70(1-4), 55-76.

Pichon, H. W. (2019). Parental attachment of students as they move through Tinto's rites of passage: separation, transition, and incorporation. *Journal for the Study of Postsecondary and Tertiary Education*, 4, 1-14.

**Pichon, H. W.**, Guillaume, R., & Noopila, M. Y. (2019). Moving beyond unresolved fear to socio-academic integration: Helping students cope within a community college-state university campus-sharing environment. *Journal of Freshmen Year Experience and Students in Transition*, 31(1), 85-99.

Pichon, H. W. (2016). *Descubrimiento mi lugar*: Understanding sense of belonging and community of Black STEMH students enrolled at a Hispanic Serving Institution. *Journal for Multicultural Education*, 10(2), 135-151.

Pichon, H. W. (2015). Two institutions: One campus, one community. *Academic Exchange Quarterly*, 19(3). Retrieved from <http://rapidintellect.com/AEQweb/redpast.htm#15fal>

Pichon, H. W. (2015). Developing a sense of belonging in the classroom: Community college students taking courses on a four-year college campus. *Community College Journal of Research and Practice*, 39(7), 1-15.

**Pichon, H. W.** & Johnson, B. J. (2014). What happened? Factors that contributed to the scholastic drop of students at an urban, four-year institution. *NASAP Journal*, 14(1), 105-132.

Pichon, H.W. (2013). Disappearing dreams: Factors that lead to academic dismissal of African American students at an urban institution. *Journal of the Illinois Committee on Black Concerns in Higher Education*, 27(1), 27-49.

Pichon, H. W. (2013). Telling their Stories: The use of autoethnography as an instructional tool in an introductory research course. *The Qualitative Report*, 18(2), 1-8. Retrieved at <http://www.nova.edu/ssss/OR/OR18/pichon2.pdf>

Pichon, H. W. (2010). Transitioning into the professoriate: The pursuit of power in the academy. *Journal on Excellence in College Teaching*, 27(1), 5-27.

Sumrall, J., & **Pichon, H. W.** (2006). Distance education: Understanding faculty perspectives with regard to content matter. *Journal of the Professoriate*, 1(2), 41-54.

#### **Peer-reviewed Conference Proceedings**

Pichon, H. W. (2016, June). Leading diversity efforts with authentic leadership: The university's social responsibility. 13th Annual ADERSE Conference, Lyon, France.

Pichon, H. W. (2014, December). Why sense of belonging and Blackness in the academy? Why now? What is my story? Exploring my subjective-I. The 4<sup>th</sup> Annual Quantum Storytelling Conference Proceedings. Las Cruces, NM.

Perkins, G., Williamson, M. L., & **Pichon, H. W.** (2009, April). Service learning in the digital age: Using technology to provide service learning opportunities for on-line students. *Ubiquitous Learning: An International Journal*, 1(1), 25-32.

Perkins, G., Williamson, M.L., & **Pichon, H.W.** (March, 2009). Incorporating service learning into distance learning. *SITE 2009 Conference Proceedings*.

#### **Peer-reviewed Book Chapters**

Pichon, H. W. (in press).

Pichon, H. W. & Maxie, J. M. (2022). Navigating the politics of change: Using social justice and authentic leadership for agenda building. In M.Y. Noopila & Chacon's *Handbook of Leadership and Change: Through Lenses of Social Justice, Ethics and Community Engagement (Working Title)*. Kendall Hunt Publishing.

Pichon, H. W. (2021). *The use of autoethnography as an instructional tool in educational leadership courses*. In C. Ozaki & L. Parson's (Eds.) *Teaching & Learning for Social Justice and Equity in Higher Education: Methods and Curriculum Across Content Areas*, Volume II. (pp. 243-270). Palgrave.

Pichon, H. W. (2018). Providing Support for non-Black Students and Faculty at HBCUs: A Promising Approach for Senior Academic and Student Affairs Officers' (SASAOs). In C.A. Davis, A. A. Hilton, and D. L. Outten's *Underserved populations at historically Black colleges and universities: The pathway to diversity, equity, and inclusion*, Volume 21 (pp. 183-200). Emerald Publishing

Pichon, H. W. (2017). Authentic leadership at a Hispanic Serving Institution. In C. Rogers, A. A. Hilton, & K. Lomotey's Cases in Educational Leadership, pp. 229-240. Peter Lang Publishing.

Johnson, B.J., & **Pichon, H. W.** (2007). The status of African American faculty. In J.L. Jackson (Ed.), *Strengthening the Educational Pipeline for African Americans: Informing Policy, Research, and Practice* (pp. 97-114). Albany, NY: State University of New York Press.

### **Book Review**

Pichon, H. W. (2009) Book review: Dotolo and Larrance's (Eds.) *Access to Higher Education through Consortia*. *Review of Higher Education* 32(4), 550-551.

### **Blog**

Pichon, H. W. (2018, October). To interim or not to interim. AABHE Leadership and Mentoring Institute blog. Retrieved from <http://lmiexperience.org/to-interim-or-not-to-interim/>

Pichon, H.W. (2018, March). Changing the narrative on "winning the race". NASPA blog. Retrieved from <https://www.naspa.org/constituent-groups/posts/changing-the-narrative-on-winning-the-race>

Pichon, H.W. (2017, June). Planting a seed: Becoming the student's inner voice. NASPA blog. Retrieved from <https://www.naspa.org/constituent-groups/posts/planting-a-seed-becoming-the-students-inner-voice>

Pichon, H. W. (2016, October). Waiting for Superman: Looking for Black superheroes. AABHE Leadership and Mentoring Institute blog. Retrieved at <http://lmiexperience.org/waiting-superman-higher-education/>.

### **Manuscripts under Review/in Progress**

Pichon, H. W. (revising for submission). Isolationist, joiners, and groupers: Observations of Black students' sense of belonging and community at a Hispanic Serving Institution. *Journal of Contemporary Ethnography*.

**Pichon, H. W.**, Noopila, M.Y., & Driggers, M. (revising for submission). Hitting the ground conferencing: Establishing, developing, and enhancing a research agenda. *Journal for Career Development*.

**Pichon, H.W.**, Way, S. & Arnett, S. (writing). Accepting the challenge: Minority participation in STEM through high context teaching strategies at a HSI. *International Journal for Academic Development*.

Pichon, H. W. (writing for submission). Interiming: Strategically positioning oneself for the next phase of leadership. Focus on special issues or edited book.

Pichon, H. W. (writing for submission). *Voces ocultas* (hidden voices) from a Hispanic Serving Institution: Black students' experiences with sense of belonging and community. *Journal of Education and Human Development*.

Larrabee, S., Pichon, **H. W.**, & Strasser, T. (writing for submission). Adjunct faculty and sense of community at community college. *Journal of Community College Applied Research and Practice*.

### **Sponsored Projects/Funding**

Marin et al. (2022, April). Co-PI. McNair Scholars TRIO Program, \$1,133,000. **Funded**.

Pichon, H. W. (2015). College of Education 2014-2015 Internal Research Grant, \$2,500.00. Submitted November, 2014. **Funded.**

Pichon, H.W. (2014-2017). Writing to Learn Mini-grant. \$3,000.00, NMSU Innovative Teaching. **Funded.**  
Pichon, H.W. (2013-2014). OCIP, \$2,000.00, NMSU Innovative Teaching. **Funded.**

Pichon, H. W. (2012-2013). Freeport McMoran Endowment for Pluralist Education, NSU College of Education and Human Development. \$6,500.00. **Funded.**

Pichon, H.W. (2011-2012). Freeport McMoran Endowment for Pluralist Education, NSU College of Education and Human Development. \$6,500.00. **Funded.**

Pichon, H. W. (November, 2011). ASHE IPEDS Workshop. \$500.00. AIR/ASHE Co-hosted IPEDS Workshop. Charlotte, NC. **Funded.**

Park, S., Kim, K., & **Pichon, H. W.** (2010-2011). Freeport McMoran Endowment for Pluralist Education, NSU College of Education and Human Development. \$6,500.00. **Funded.**

Pichon, H. W. (2009-2010). Freeport McMoran Endowment for Pluralist Education, NSU College of Education. \$6,500.00. **Funded.**

Pichon, H. W. (2009-2010). Train-the-trainer Service Learning Grant. \$300.00. Louisiana Campus Compact, Baton Rouge, LA. **Funded.**

Pichon, H. W. (January, 2009-December, 2009). Integrating service learning into a graduate level group dynamics course. \$3,000.00 Campus Compact Service Learning Course Mini Grant. **Funded.**

Pichon, H. W. & Vinson, T. (January, 2009-December, 2009). Integrating service learning into an Orientation 1010 course for summer bridge students. \$3,000.00 Campus Compact Service Learning Course Mini Grant. **Funded.**

Pichon, H. W. (February, 2008-January, 2009). Students' connection to home: The missing piece of the persistence puzzle. \$4,025.00 NEF RFP Proposal Stimulus Grant. Office of Research and Sponsored Programs, Northwestern State University. **Funded.**

#### **Peer-reviewed Presentations**

**Pichon, H.W.,** Way, S. & Arnett, S. (2021, April). Accepting the challenge: Minority participation in STEM through high context teaching strategies at a HSI. Paper accepted for a roundtable at the 2021 AERA Virtual Annual Meeting.

Noopila, M.Y., & Pichon, H.W. (2020, November). Exploring leadership education across HSIs: Towards a paradigm shift for underrepresented student populations. Roundtable paper accepted at ASHE Virtual Conference, New Orleans, LA.

Pichon, H. W. (2020, April). Community ecology of higher education: Emergent framework to understand the Black students' experiences at a Hispanic Serving Institution. Roundtable paper presentation at AERA in San Francisco, CA. Cancelled due to COVID-19.

Pichon, H. W. (2020, April). "Black programs matter": Sense of Belonging and Community for Black students at a Hispanic Serving Institution. Roundtable paper presentation at AERA in San Francisco, CA. Cancelled due to COVID-19.

Pichon, H. W. (2020, April). Mentoring graduate students of color. Invited graduate student panel discussion at AERA in San Francisco, CA. Cancelled due to COVID-19.

Pichon, H. W. (2019, November). Intersectionality of ecology and community to explain graduate student persistence at a Hispanic Serving Institution. Research paper presented UCEA Annual Conference. New Orleans, LA.

Noopila, M. Y., & **Pichon, H.W.** (2019, November). The influence of Stafford loan debtload on persist of underserved populations at an HSI. Research paper accepted for ASHE Portland, OR.

Pichon, H.W. (2019, March). Allowing students to tell their stories of success: Lessons learned from autoethnography as a teaching/research tool. Paper accepted for the AABHE Annual Conference, Indianapolis, IN.

Pichon, H.W. (2019, February). Socio-academic community ecological theory: Moving from theory to practice in developing a comprehensive retention model for assessment. Paper accepted for the NMHEAR, Albuquerque, NM.

Pichon, H.W. (2018, November). Community ecology of higher education: Emergent framework to understand the Black students' experiences. 43<sup>rd</sup> Annual ASHE Conference, Tampa, FL.

Pichon, H. W. (2018, April). Using Autoethnography as an Instructional Tool to Teach Social Justice in ELA 350. Writing to Think Conference. Presentation at NMSU Writing to Learn Conference, Las Cruces, NM.

Pichon, H.W. (2018, March). Community ecology at HSIs. Paper presented at AABHE Annual Conference, New Orleans, LA.

Pichon, H. W. (2018, March). How the west was won: Use of community ecology theory to explain campus climate for Black students at an HSI. Paper presented at NASPA National Conference, Philadelphia, PA.

Pichon, H. W. (2017, November). Moving toward a closer understanding of ecology, sense of community, and socio-academic integration of graduate students persisting at a Hispanic Serving Institution. ASHE Conference, Houston, TX.

Pichon, H. W. (2017, October). Teaching from the margins: Developing a sense of belonging and community in the classroom for diverse students. NMSU Teaching Academy.

Pichon, H. W., Reyes, L., Tanash, M., & Al-shanableh, N. (2017, October). Best practices at a HSI: Graduate students' retention and degree completion. 31<sup>st</sup> Annual HACU Conference, San Diego.

Pichon, H. W. (2017, September). Using concepts in community ecology to understand rules of engagement for Blacks at a HSI. 1<sup>st</sup> Black Cultural Conference: Mobilizing the Black Millennial Legacy. ABQ, NM.

Pichon, H.W. (2017, April). Voces ocultas: Black students' sense of belonging and community within an HSI. Roundtable Paper accepted at AERA Annual Conference, San Antonio, TX.

Reyes, L., **Pichon, H.W.**, Al-shanableh, N., & Tanash, M. (2017, February) Best practices identified at an Hispanic Serving Institution (HSI) that can lead to successful completion of graduate degrees. Research project presented at NMHEAR Conference, Albuquerque, NM.

Pichon, H. W. (2017, February). Black students and their sense of belonging at an HSI. Black by Southwest Student Summit. Las Cruces, NM.

Pichon, H. W. (2016, December). Sense of belonging and blackness at an HSI in the Southwest. 6<sup>th</sup> Annual Ethics, Entrepreneurship, and Quantum Indigenous Storytelling Conference. Las Cruces, NM.

Pichon, H.W. (2016, November). Black Students' Sense of Belonging and Community and Differences among Student Service Usage within an HSI. Roundtable Paper presented at the 41<sup>st</sup> Annual ASHE Conference, Columbus, OH.

Pichon, H.W. (2016, June). Leading diversity efforts with authentic leadership: The university's social responsibility. Paper presented at 13<sup>th</sup> ADERSE Conference. Lyon, France.

Pichon, H. W. (2016, April). Is isolationism the new normal for Black students enrolled at Hispanic Serving Institutions? Research paper presented at 36<sup>th</sup> Annual American Association of Blacks in Higher Education (AABHE) Conference. Long Beach, CA.

Pichon, H. W. (2016, February). Use of autoethnography as an instructional tool to teach social justice in education. Research project presented at NMHEAR in Albuquerque, NM.

**Pichon, H. W.** & Garcia, C. (M.A. Student; 2015, September). Let's talk online teaching: Quality Matters certified course presentation for ELA 540. Workshop for OCIP. NMSU.

Pichon, H. W. (2015, April). Black students' experiences at an HSI. Paper presented at the 35<sup>th</sup> Annual American Association of Blacks in Higher Education (AABHE). North Charleston, SC.

**Pichon, H. W.** & Torres Fernandez, I. (2015, April). Female faculty and students of color mentoring: Going against the grain to develop belonging and community. Paper presented at 5<sup>th</sup> Annual Women's History Month Conference, University of Texas at El Paso. El Paso, TX.

Pichon, H. W. (December, 2014). Why sense of belonging and Blackness in the academy? Why now? What is my story? Exploring my subjective-I. Paper presented at the 4<sup>th</sup> Annual Quantum Storytelling Conference. Las Cruces, NM.

Pichon, H.W. (November, 2014). Double whammy: How African American students develop a sense of belonging at HSIs. Session presented at the NASPA Region IV-West Conference. Albuquerque, NM.

Pichon, H. W. (November, 2013). Developing a sense of belonging: Community college students taking courses on a four-year campus. Roundtable paper presented at the 2013 ASHE Conference, St. Louis, MO.

Pichon, H.W. (October, 2013). A sense of belonging: Community college students at a four-year institution. Poster presentation at the University Research Council's 13<sup>th</sup> Annual Research and Creative Activities Fair at University of New Mexico, Las Cruces, NM.

Pichon, H.W. (September, 2012). Trying to obtain the dream: African American males at a community college. Louisiana Association of College and Student Personnel Administrators. Paper presented at LACUSPA Conference, New Orleans, LA.

Pichon, H.W. (September, 2012). Beyond access focusing on student engagement. Invited panelist. Moderator, Dr. Reichard, Interim Provost and VP for Academic & Student Affairs, University of Louisiana System. Panelist: Dr. Toby Osburn Associate Vice President, McNeese State University; Mr. Eric Lambert President, Association Promotion of Campus Activities; Dr. Kristine Strickland, Vice President Student Services, Louisiana Community & Technical Colleges System; **Dr. Henrietta Williams Pichon, Associate Professor/Program Coordinator, Northwestern State University System**; Dr. Vincent Tinto, Distinguished University Professor, Syracuse University. Participated in panel discussion at LACUSPA Conference, New Orleans, LA.

Pichon, H. W. (April, 2012). Separation, transition, and incorporation: The impact of parental attachment. Poster session presented at the 2012 AERA Conference, Vancouver, British Columbia, Canada.

Pichon, H. W. (April, 2012). Hearing the voices of 2-year students taking classes at 4-year institutions. Poster session presented at the 2012 AERA Conference, Vancouver, British Columbia, Canada.

Pichon, H. W. (November, 2011). Exploring self: Preparation for paradigm shifts in higher education. Roundtable presented at the 2011 ASHE Conference, Charlotte, NC.

Pichon, H. W. (November, 2011). Toward multicultural awareness: Understanding self and society. Poster session presented at the 2011 ASHE Conference, Charlotte, NC.

Presentation presented at the Louisiana Association for College and University Student Personnel Administrators (LACUSPA), Lafayette, LA.

Pichon, H. W. (April, 2011). The use of autoethnography in educational research: What is the story? Paper presented at the American Association for Blacks in Higher Education (AABHE), Atlanta, GA.

Pichon, H.W. (March, 2011). Know thyself: The use of autoethnography in a multicultural course. Program presented at the National Association of Student Personnel Association (NASPA), Philadelphia, PA.

Pichon, H. W. (September, 2010). A descent proposal: Using autoethnography in freshmen orientation courses. Louisiana Association for College and University Student Personnel Administrators (LACUSPA), Alexandria, LA.

Pichon, H. W. (August, 2010). Service-learning: Unexpected and Welcomed Outcomes. Paper accepted at ULS Service-learning Conference, Baton Rouge, LA.

**Pichon, H. W. & Vinson, T.** (April-May, 2010). Learning from the kids: Summer bridge students' reflections about a service learning project. Roundtable paper presented at the American Educational Research Association (AERA) Annual Meeting, Denver, CO.

**Pichon, H. W. & Maxie, J.** (March, 2010). Carrying the torch: First-generation college students' attachment to family. Presented at the American Association for Blacks in Higher Education (AABHE) 2010 Annual Conference, Atlanta, GA.



Pichon, H. W. (September, 2009). Getting at-risk students involved in civic engagement: The importance of service-learning during times of economic downturns. Louisiana Association for College and University Student Personnel Administrators (LACUSPA), Alexandria, LA.

Pichon, H. W. (May, 2009). Academic recovery: Making a case for the re-admission of academically suspended students. Oral paper presentation accepted for the Athens Institute for Education and Research, Athens, Greece.

Pichon, H. W. (April, 2009). We are not there yet: How lessons learned from Katrina can assist student personnel administrators in dealing with the “mama factor”. Paper presented at the 2009 American Educational Research Association (AERA), San Diego, CA.

Perkins, G., Williamson, M.L., & **Pichon, H.W.** (March, 2009). *Service learning outcomes: Preparing counseling students for teaching and leadership roles*. Presented at the 2009 Gulf South Summit hosted by Louisiana State University, Baton Rouge, LA.

Pichon, H.W. (March, 2009). *Hey! What about us? Getting at-risk students involved in service learning and civic engagement*. Presented at the 2009 Gulf South Summit hosted by Louisiana State University, Baton Rouge, LA.

**Pichon, H. W.**, & Johnson, B. J. (March, 2009). When students don’t make the grade: Lessons learned for student services packaging at a commuter institution. Program presented at the 2009 National Association for Student Personnel Administrators (NASPA), Seattle, WA.

Pichon, H. W. (March, 2009). It’s a family affair: How first-generation students’ attachment to family impact their college experiences. Program presented at the 2009 National Association for Student Personnel Administrators (NASPA), Seattle, WA.

Perkins, G., Williamson, M.L., & **Pichon, H.W.** (March, 2009). Incorporating service learning into distance learning. SITE 2009.

Pichon, H. W. (September, 2008). Graduate students. Best Practices Roundtable Discussion at the 34<sup>th</sup> Annual Louisiana College and University Student Personnel Administrators (LACUSPA), New Orleans, LA.

Perkins, G., Williamson, M. L., & **Pichon, H. W.** (August, 2008). *Combating truancy: A prevention and remediation focus*. Presentation delivered at the Third Annual ULS Serves: Service Learning Conference, Baton Rouge, LA.

Pichon, H. W., (February, 2008). *Home and school: Helping underrepresented students*. Paper presented at the 54<sup>th</sup> Annual National Association of Student Affairs Professionals (NASAP) Conference, Atlanta, GA.

Morris, M., Perkins, G., & **Pichon, H. W.** (January, 2008). *Empowering children with exceptionalities: Short-term and long-term implications of bullying*. Paper presented at the 27<sup>th</sup> Annual Super Conference on Special Education sponsored by the Louisiana Council for Exceptional Children, Lafayette, LA.

Pichon, H. W. (September, 2007). *Students’ connection to home: The missing piece of the persistence puzzle*. Paper presented at Louisiana Colleges and Universities Student Personnel Administrators (LACUSPA) Conference, New Orleans, LA.

Pichon, H.W. (March, 2007). *Parental and peer attachment: The missing piece to the persistence puzzle for first-generation college students*. Roundtable paper presented at NASPA/ACPA Joint Conference, Orlando, FL.

## **PROFESSIONAL TRAINING/DEVELOPMENT**

CADREI New Dean Training (Fall, 2022)  
HERS Unleash Your Career (Fall, 2021)  
The Chronicle's Strategic Leadership Program (August, 2021)  
CAEPCon (September, 2019)  
Higher Learning Commission of North Central Peer Corp Training (April, 2019)  
Higher Learning Commission of North Central Peer Corp Training (October, 2017)  
Distinguished Faculty Member of the Year, Teaching Academy, NMSU (2016)  
Distinguished Faculty Member, Teaching Academy, NMSU (2014, 2016, 2017, 2018)  
Writing to Learn Workshop Mini-grant (2014-2017), NMSU, Las Cruces, NM  
OCIP One Year + Program (2013-2014), NMSU, Las Cruces, NM  
IPEDS/ASHE Data Mining Workshop (November, 2012) Charlotte, NC  
Train-the-Trainer Service Learning Workshop (August, 2009) Baton Rouge, LA  
AABHE Leadership and Mentoring Institute (LMI; June, 2008)  
Early Career Workshop (March, 2005), AERA Montreal, Quebec, Canada

## **PROFESSIONAL ASSOCIATIONS/BOARDS**

Southern Colorado Women's Chamber of Commerce ((SCWCC; 2023)  
Council of Academic Deans from Research Education Institutions (CADREI; 2022-present)  
Colorado Council for Deans/Directors of Education (CCODE; 2022-present)  
Pikes Peak Business and Education Alliance (BEA; Chair, Advisory Board, 2022-present)  
Pikes Peaks Board of Cooperative Educational Services (BOCES; Superintendents Advisory Committee; 2022-present)  
American Association for Blacks in Higher Education (AABHE; 2008-present)  
American Educational Research Association (AERA; 2003-present)  
Association for the Study of Higher Education (ASHE; 2003- present)  
Council for the Study of Community Colleges (CSCC; 2011, 2013, 2014)  
Louisiana Association for Academic Advising (LACADA; 1995-1999)  
Louisiana Association for College Student Personnel Administrators (LACUSPA; 2005; 2007-2013)  
National Association for Student Personnel Administrators (NASPA; 2004-present)  
National Association for Student Affairs Professionals (NASAP; 2007-2008)  
Phi Kappa Phi (2015-2016)

## **SERVICE AND OUTREACH**

### ***Profession***

Higher Learning Commission  
Peer Review Volunteer Corp (2018-present)  
Conference Proposal Reviewer (October, 2014, 2015, 2021)  
NASPA-Region IV-West, New Mexico Membership Coordinator (2017-2019)  
Border Walking Journal, Manuscript Review (February, 2016)  
National Association of Student Affairs Professionals  
Conference Proposal Review (November, 2015)  
NASAP Journal, Editorial Board (2014-2015)  
Community College Review, Manuscript Reviewer (February, 2016; October, 2014)  
Annual Quantum Storytelling Conference (Las Cruces, NM), Proposal Reviewer (November, 2013)  
American Association of Blacks in Higher Education

Faculty Mentor Institute (fall 2021)  
     Planning Committee (spring, 2021)  
 Rising Leader Institute (summer, 2021)  
     Planning Committee (spring, 2021)  
     Faculty Member (2021)  
 Board Member (2012-2018)  
     Secretary (2013-2018)  
 Leadership and Mentoring Institute (2008-present)  
     LMI Write (Summer, 2019; 12 week writing class)  
     Webinar Facilitator (Spring, 2019)  
     Associate Director for Recruitment, Marketing, and Public Relations (2014 to present)  
     Faculty Member (2011-present)  
     Planning Committee and Peer Leader (2009-present)  
*The Journal of Student Affairs Research and Practice (JSARP)*, Reviewer (spring, 2013- 2018)  
*The Journal of Research in Service-Learning and Teacher Education (JRSLTE)*, Manuscript  
     Reviewer (June, 2010)  
*Educational Researcher*, Manuscript Reviewer (Spring, 2008)  
 Louisiana Colleges and University Student Personnel Association (LACUSPA)  
     Faculty Representative (2008, 2009, 2012, 2013)  
     Executive Board/Program Chair (2008, 2009)  
*The Journal of the Professoriate*  
     Editor (Spring, 2016-present)  
     Associate Editor (Fall, 2014-Fall, 2015)  
     Special Edition Reviewer (Spring, 2007)  
     Manuscript Reviewer (Spring, 2006 – present)  
 American Educational Research Association (AERA)  
 Association for the Study of Higher Education (ASHE)  
     Annual Meeting Session Discussant (2011, 2012, 2018)  
     Annual Meeting Session Chair (2004, 2005, 2006)  
     Proposal Reviewer (2004, 2005, 2006, 2008, 2010, 2011, 2012, 2013, 2014)  
 National Association of Student Personnel Administrators (NASPA)  
     Program Proposal Reviewer (2005, 2006, 2009, 2010)  
     Case Study Competition Planning Committee and Judge (2010, 2011, 2013)  
     Annual Meeting Proposal Reviewer (2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014)

## **University of Colorado, Colorado Springs**

### *University*

Undergraduate Retention and Graduation Committee (Fall, 2022)  
     Faculty Subcommittee (Spring, 2023)

## **New Mexico State University**

### *University*

Faculty Compensation Committee/Task Force (Fall, 2020-Summer, 2022)  
 New College Merger Task Force (co-chaired; Fall, 2020-Spring, 2021)  
 Black Programs Elders Luncheon Keynote (October, 2019)  
 Diversity and Inclusion Presentation to Daniels Scholars and TRIO students (Ecology of  
     Higher Education; October, 2019)  
 Facilitator at Chancellor/President Administrator Retreat (October, 2019)  
 Provost's Advisory Committee on African American Affairs (Summer, 2019-2022)

Student Placement Task Force (2019)  
 General Education Task Force/CASL-GE (2019-2022)  
 OCIP Advisory Board (Spring, 2019-Fall, 2020)  
     Leading the Way Committee (Spring, 2020-Fall, 2020)  
 New Mexico Deans and Directors Task Force (Fall, 2018-Summer, 2021)  
 Domineci Policy Conference Planning Committee (Fall, 2019-present)  
 Residence Hall Faculty Fellow (Garcia Hall/Education LLC; 2017-2019 and Sankofa LLC; 2019-2020)  
 Power of Not Yet (advisory committee on diversity issues at NMSU; March, 2016-2018)  
 Institutional Review Board (proxy; November, 2015; December, 2015)  
 Quality Matters Peer Reviewer (2015-2018)  
 New Mexico Space Grant Consortium (NMSGC) and New Mexico NASA EPSCoR (Fall, 2014-Spring, 2015)  
 Career Services, The Academic Job Search (April, 2017; March, 2016; November, 2014)  
 Career Services, Writing a Personal Statement for Graduate School (October, 2014)  
 Black Programs (2014-present)  
     Real Talk (2018-present)  
     Sister Circle of Scholars Mentoring Program (Fall, 2014-present)  
     Clara Belle Williams Award Ceremony, Keynote speaker (April, 2014; December, 2017; December 2020)

#### *College of Education*

Dean of College of Education Search Committee (Fall, 2019-Spring, 2020)  
 School Head Search (co-chair; Fall, 2017-Spring, 2018)  
 College of Education Research Courses Task Force (member; Fall, 2016-2018)  
 College Council for Policy Committee (member; Fall, 2016-2018)  
 Associate Dean of Research Search Committee (member; Fall, 2015-Spring, 2016)  
 College Council for Budget and Technology Committee (member; Fall, 2013-Spring, 2016)  
     College Council for Research Committee (member; Fall, 2013-Spring, 2015)

#### *Educational Leadership and Administration Department*

Assistant Professor, Higher Education Search Committee (chair, 2014-2015)  
 Community College/University Administration Comprehensive Exam Revision (chair; February-present)  
 Assistant College Professor CEP & ELA Search Committee (member; February-April, 2014)  
 CEP/ELA Coordinator Search Committee (member; July, 2014-August, 2014)

### **Northwestern State University**

#### *University*

University Retention and Advising Committee (2012)  
 SACS (online/distance learning; 2012)  
 Student Affairs Advisory Committee (Fall, 2011-2013)  
 Faculty Senate (DELT; 2010-2013), Chair, Retention Committee (2012- 2013)  
 Campus Connector Committee (2011-2013)  
 Faculty Mentor (2010)  
 Campus-wide Ethics Course Committee (2010)  
 Student Connector Judge (2009, 2012)  
 Student Support Services Faculty/Staff Advisory Board (2009, 2011)  
 Research Day (2008; moderator)  
 ACE Director Search Committee (2008)  
 University 1010 guest speaker (2008)

*College of Education and Human Development*

GRE Prep Series (2010, 2012, 2013)

NCATE

Conceptual Framework Committee (Chair, 2008; member, 2007/08)

Steering Committee, Standard 5 Committee, Standard 1 Committee (2008-2013)

Homecoming Decorating Committee (2007, 2008)

*Student Personnel Services Department*

Recruitment and Retention Planning (2010, 2011, 2012)

Student Personnel Association (co-advisor, 2009-2010; advisor, 2011-2013)

SPS/SC New Student Orientation Program (2008-2011)

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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.2.**      **McNeese State University's** request for approval to appoint Dr. Kedrick Nicholas as Senior Vice President for Student Affairs effective July 1, 2024.

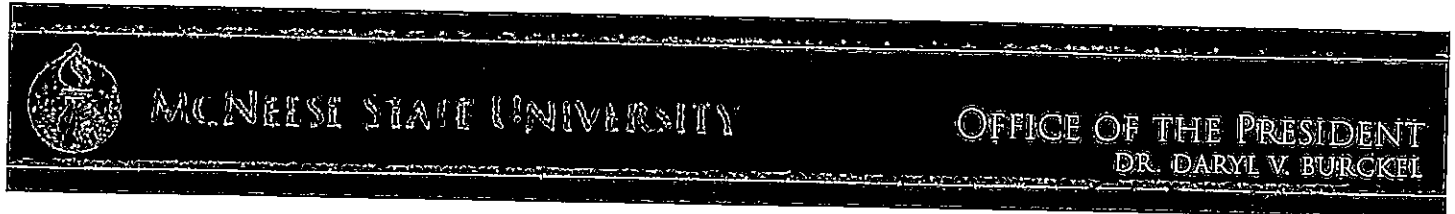
**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Kedrick Nicholas as Senior Vice President of Student Affairs effective July 1, 2024 at an annual salary of \$185,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Dr. Kedrick Nicholas as Senior Vice President for Student Affairs effective July 1, 2024.*



*Via Electronic Transmittal Only*

May 23, 2024

President Richard J. Gallot, Jr.  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the June 13, 2024 meeting of the Board of Supervisors:

*Appoint Dr. Kedrick Nicholas, Senior Vice President of Student Affairs*

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "DVB", written over the printed name of Dr. Daryl V. Burckel.

Dr. Daryl V. Burckel  
President

Attachment

# Kedrick A. Nicholas, Ed.D.

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## Education

August 2021      University of Louisiana at Lafayette - Lafayette, LA

*Doctor of Education - Educational Leadership (Higher Education Concentration)*

- First student in doctoral cohort of 18 to complete the degree program
- Dissertation Title: *Professional Development & Career Advancement for Student Affairs Professionals: A Study of Relationship, Effectiveness, and Interconnectivity*

May 2007      McNeese State University - Lake Charles, LA

*Master of Science - Educational/Instructional Technology*

May 2005      McNeese State University - Lake Charles, LA

*Bachelor of General Studies - Concentration in Education*

## Professional experience

October 2022 – Current – McNeese State University

Dean of Student Affairs & Title IX Administrator – Office of Student Services

Dean of Student Affairs

- Acting chief student affairs office for McNeese State University
- Serve as a senior leader of the University administration
- Provide leadership and supervision and guidance for all student affairs operations
- Serve as budget authority for over \$4,000,000 collectively in state-appropriated, restricted, and self-generated funding
- Oversee the business, operational, and financial relationship between the university and third-party operators of campus dining services, campus housing management, and student health services
- Review and negotiate contracts for third-party service and management providers
- Establish financial objectives for all student affairs departments and functional areas
- Oversight and coordination of all of student affairs functional areas and departments including Accessibility Services, Counseling Services, Cultural Engagement, Health Services, Recreation and Intramurals, Residence Life, Student Engagement and Leadership, Student Organizations and Fraternity Sorority Life, Student Union, TRIO, Wellness Programs, and others added through University reorganization
- Provide guidance and leadership for student affairs matters relating to student housing and campus dining services
- Facilitate training and development programs for student affairs staff
- Establish a vision for supporting the University's academic mission through student affairs



programs and operations

- Review, update, and create campus policies related to student affairs
- Serve as the University's conduct administrator or appoint those duties accordingly
- Manage student affairs emergency management protocol such as the University's emergency management system, departmental emergency plans, and restoration and recovery efforts
- Ensure the institution is compliant with state and federal regulations regarding prevention and awareness of high-risk behaviors and activities in higher education
- Manage the University's prevention and awareness training and educational platforms
- Provide leadership and guidance for implementing innovative, student-centered approaches to student success in curricular and co-curricular experiences
- Advance and enhance programs and activities supporting student retention
- Utilize analytics and data to design, develop and implement inventive, effective student engagement and retention programs and services
- Serve as a liaison between student affairs and other institutional divisions
- Consult with parents, faculty, and non-student affairs staff concerning student support and welfare matters
- Ensure institutional policies and practices assure fair and equitable student treatment
- Confirm all student affairs practices follow state and federal laws and University policies
- Attend and participate in campus leadership activities representing student affairs
- Other duties as assigned

#### *Title IX Administrator*

- Construct semi-annual reports provided to the Louisiana Board of Regents and posted on the university's website
- Update University policies related to Title IX and Power-Based Violence per changes to state legislation and federal regulations
- Conduct training and development activities for employees, students, and campus partners
- Facilitate university compliance with responsible employee training including managing an online training platform and monitoring completion
- Recruit and train Title IX investigators, confidential advisors, hearing advisors, hearing panel members, and single decision-makers
- Manage Title IX and Power-Based Violence awareness campaigns for the campus
- Coordinate campus programming efforts relative to Title IX and Power-Based Violence education and compliance
- Analyze reports and formal complaints to determine the need to elevate them to investigation and adjudication
- Assess the need for, and when necessary, instituting interim measures (academic and non-academic) for respondents and complainants involved in unresolved Title IX or Power-Based Violence cases
- Perform periodic inspections and analyses of Athletics operations and facilities to ensure equity between NCAA male and female sports programs
- Perform periodic inspections and analyses of campus facilities to ensure they are reasonably accommodating for pregnant and parenting students

- Participate in University of Louisiana System and Board of Regents professional development activities
- Maintain and tracking the Title IX appropriations budget to ensure funds are efficiently utilized
- Keep the University President abreast of the institution's status with regard to Title IX cases and compliance
- Other enhanced duties associated with eliminating, preventing, or responding to sex and gender-based discrimination

**June 2023 – May 2024 - University of Louisiana System  
Transition Chairperson for the University of New Orleans (UNO)**

- A 12-month appointment by the University of Louisiana System President which required in-person visits to UNO while still maintaining primary duties at McNeese State University
- Examined UNO holistically to define elements requiring further exploration
- Learned the state of UNO according to the perceptions of students and employees
- Identified glaring challenges that may be impeding the university's ability to reach its full potential
- Determined opportunities for improving the UNO student and employee experience
- Produced recommendations to be considered by current and future campus leadership
- Analyzed implementation efforts as a result of recommendations provided

**March 2019 – September 2022 - McNeese State University  
Dean of Students & Title IX Administrator – Office of Student Services**

- Oversee all areas of the Office of Student Services at McNeese State University: Campus Housing, Campus Dining, Student Activities, Fraternity/Sorority Life, Recreation Sports & Intramurals, TRIO programs, Holbrook Student Union Operations, Wellness Program - Supervise full-time employees, graduate assistants, and student workers within each unit
- Managed student services compliance with University of Louisiana System policy, state/local/federal law, and other applicable governance
- Serve as budget authority for over \$2,000,000 collectively in state-appropriated, restricted, and self-generated funding
- Managed campus protocol and policies for students
- Served as the University's administrator for student rights and responsibilities, including student discipline and academic integrity
- Oversee Title IX compliance for the campus community
- Served as the lead campus professional for student well-being and support
- Served as an advocate for students on campus and within the community
- Coordinated the University's internal leadership program (LEAP) for full-time professionals
- Served on and chaired several University committees

**July 2018 – February 2019 - McNeese State University**  
**Associate Dean of Students**

- Managed numerous departments within the division of student affairs including: Student Union & Activities, Student Life & Greek Life, TRIO-Upward Bound, Campus Housing, Campus Dining, and Recreation Complex & Intramural Sports. Supervise full-time employees, graduate assistants, and student workers within each unit
- Oversee numerous operations within the division of student affairs including: summer camps for visiting patrons, homecoming week external affairs, and compliance with University of Louisiana System and Board of Regents mandates
- Served as the University's administrator for student rights and responsibilities, including student discipline and academic integrity
- Oversee and manage operations of Holbrook Student Union Complex
- Served on and chaired several University committees

**February 2015 – July 2018 - McNeese State University**  
**Director of Campus Life, Engagement, & Student Retention**

- Following a division restructuring and position promotion, continued all duties conducted in previous position along with the additional duties immediately below
- Directed the operations of the C.A.R.E. Mentorship Program which serves as a retention mechanism for at-risk students and underrepresented student populations
- Served as the University's liaison for visiting summer camps
- Assisted with management of the University's (outsourced) campus housing and campus dining contracts
- Served as the travel authority for general student entities utilizing University funds for travel
- Supervised 4 full-time employees, graduate assistants, and student workers

**September 2011– February 2015 - McNeese State University**

**Assistant Dean of Student Services / Director of Holbrook Student Union & Activities**

- Directed all major areas of student life at McNeese State University including, but not limited to: Student Organizations, Student Government, Campus Programming Board, Greek Life, Leadership Programs, and Multicultural Programs
- Administered comprehensive student life and student engagement programs and services
- Coordinated University-wide engagement programs such as Cowboy Camp for incoming students, Parents & Family Weekend
- Managed/directed daily operations of the Holbrook Student Union complex
- Supervised 2 full-time employees, graduate assistants, and student workers
- Managed and updated the [www.mcneese.edu/studentlife](http://www.mcneese.edu/studentlife) web domain
- Collaborated with key campus stakeholders (athletics, housing, etc.) to develop programs and resources that support the student life experience
- Chairman of the Student Advocacy Group, which consults with and advises students facing

disciplinary and academic integrity sanctions

- Served on University committees and provide leadership in campus, system, and state-wide student life initiatives

**January 2008 – May 2013 – McNeese State University**

**Adjunct Instructor of Educational Technology**

- Facilitated and instructed sections of EDTC 100 & EDTC 245 (3-6 teaching hours per semester)
- Facilitated both face-to-face and online sections
- Average of 4.85 out of 5 on Student Evaluation of Instruction reports

**January 2008 – August 2011 – McNeese State University**

**Coordinator of Student Activities**

- Coordinated activities and advise key student groups including Student Union Board, the National Pan-Hellenic Council of McNeese, and related entities
- Directed and managed Holbrook Student Union technology services and equipment including sound technicians
- Collaborated with key campus stakeholders (athletics, housing, etc.) to develop programs and resources that support the student life experience
- Facilitated the Black Male Initiative program series
- Assisted the Associate Dean of Student Life in the administration of a comprehensive student life and student engagement programs and services
- Assisted in overseeing of daily operations of the Student Union complex
- Supervised graduate assistants and student workers
- Served on University committees and provide leadership in campus, system, and state-wide student life initiatives

**June 2007 – December 2007      McNeese State University**

**Verification Officer, Office of Financial Aid**

- Abided by regulations of the *Family Educational Rights and Privacy Act* (FERPA)
- Verified all components of students' financial aid files before awarding
- Scheduled/facilitated financial aid consultations with students and/or families when needed

**August 2005 – May 2007      McNeese State University**

**Graduate Assistant, Office of Student Services**

- Assisted in the coordination of student activities, Greek Life, and student organizations
- Assistant chair of Homecoming Activities Committee (Fall 2005, Fall 2006)
- Assisted Student Services with all matters of student life
- Representative of Student Services at campus meetings

- **Consultant Work & Keynote Speaking**

- University of Louisiana at Lafayette – **Keynote address** at student leadership officer workshop (2024)

**Additional  
professional  
activities**

- University of New Orleans - **Consultant work** regarding presidential transition (2023-2024)
- Northwestern State University - **Consultant work** regarding recrafting student accountability procedures (2024)
- University of Louisiana System – **Keynote panelist** at Title IX Summit (2023)
- Louisiana Technical and Community College System – **Keynote panelist** at Title IX and Power-Based Violence workshop (2022)
- Southeastern Louisiana University (2022) – **Keynote address** at student leadership convocation
- AT&T Higher Education Outreach Division (2022) – **Consultant work** regarding mentorship partnership with the University of Louisiana System
- Louisiana Delta Community College - **Consultant work** regarding the development of campus mentorship Program (2018)
- Rice University - **Consultant work** regarding using a program proposal process within campus activities planning (2014)
- Louisiana Delta Community College - **Consultant work** regarding using a program proposal process within campus activities planning (2014)
  
- **Association of Title IX Administrators (ATIXA) Title IX Certifications**
  - Title IX Coordinator Level One
  - Title IX Coordinator Level Two
  - Civil Rights Investigator
  - Title IX Athletics Compliance
  - Informal Resolutions
  - Compliance Measures for Pregnant and Parenting Student/Employees
  - Writing Resolution Rationales
  
- **Louisiana Association of College & University Student Personnel Administrators (LACUSPA)**
  - Executive Board Member
    - Treasurer (October 2023 – current)
    - Past President & Executive Board Member (October 2019 – October 2023)
    - President (October 2018 – October 2019)
    - President-Elect (October 2017 – September 2018)
    - Secretary/Treasurer (2016 – 2017)
    - 4-year institution representative (September 2015 – 2016)
  
- **Big Brothers Big Sisters of Southwest Louisiana**
  - Board of Directors Member (2022 – current)
  
- **Southern Association for College Student Affairs (SACSA)**
  - Member (2016 – current)
  - Major Speakers Committee Chair (2018-2019)
  
- **University of Louisiana System Management & Leadership Institute**
  - August 2017 – May 2018
    - One of 18 inaugural participants in a program created to develop

potential executive level professionals

- Traveled the state once a month learning more about the system, each institution within, while building essential leadership skills

- **Association for the Promotion of Campus Activities (APCA)**
  - South Central Regional Coordinator (February 2011 – March 2013)
- **Lake Charles Basketball Officials Association (member of the Louisiana High School Officials Association)**
  - President (2021 – current)
  - Vice-President (2015 – 2021)
  - Executive Committee Representative (2013-2015)
  - LHSAA State Championship Official (2015, 2016, 2017, 2019, 2020, 2021, 2022, 2023, 2024)
- **Alpha Phi Alpha Fraternity, Inc.**
  - Louisiana District Executive Director (March 2024 – current)
  - Southwestern Region Higher Education Liaison (April 2017 – current)
  - Louisiana Area 4 (Lake Charles) Director (January 2012 – March 2024)
  - State of Louisiana Annual Conference Chairman (2016, 2009)
  - State of Louisiana Brotherhood Training/Development Chairman (2010-2011)
  - Lake Charles Alumni Chapter President (July 2008 – June 2011)
  - Southwestern Region Membership Intake Task Force (2010)

#### University Committees

- **University Committee Experience**
  - Strategic Enrollment Planning Steering Committee
  - Clergy Compliance Committee
  - Administrative Advisory Council
  - Behavior Intervention Team
  - Traffic Control Committee
  - Admissions Review Panel
  - Athletics Engagement Committee
  - Conduct & Academic Integrity Committee
  - Campus Development Committee
  - Student Organizations Committee
  - Homecoming Committee
  - Student Employee of the Year Committee
  - Facilities Use Committee
  - Technology Assessment Student Committee
  - Various Campus Program Planning Commissions
  - Numerous Employee Search Committees

#### Other Experience & Specialized Training

- Qualitative and quantitative research data and analytics
- NCAA: Full Scholarship Athlete (football); McNeese State University (2000 – 2004)

#### Awards received

- Alpha Phi Alpha Southwestern Region Area Director of the Year (2024)
- Dan Seymour Award for Outstanding Work in Student Affairs (LACUSPA, 2023)

- University of Louisiana System James Callier Innovation & Inclusion Award (2021)
- Alpha Phi Alpha Southwestern Region Area Director of the Year (2020)
- Alpha Phi Alpha Southwestern Region Area Director of the Year (2018)
- Louisiana Association of Colleges & Universities Student Personnel Administrators (LACUSPA) Mid-Manager of the Year (2015)
- Association for the Promotion of Campus Activities (APCA) National Advisor of the Year (2015)
- Association for the Promotion of Campus Activities (APCA) South Central Region Advisor of the Year (2014)
- Alpha Phi Alpha Southwestern Region Area Director of the Year (2014)
- Association for the Promotion of Campus Activities National Advisor of the Year Finalist (2011)
- National Pan-Hellenic Council, Inc. National Advisor of the Year (2011)
- McNeese Student Union Board Faculty/Staff Member of the Year (2011)
- Alpha Phi Alpha College Brothers' Advocate Award (2011)
- McNeese Student Government Association Advisor of the Year (2010)
- Alpha Phi Alpha State of Louisiana Brother of the Year (2010)
- Voris King Memorial Team Captain Award (McNeese State University Football, 2004)

#### Conference Presentations

- "Efficiently Utilizing Student Support Reporting Systems" – January 2024
- "Guiding Black Males to Success through Participation in Fraternity Life" – June 2022
- "The Secret Sauce: What Athletics Programs do to Support the Retention and Persistence of Black Males" – June 2022
- "Student Services at McNeese: A Holistic Approach to Student Education and Development Outside of the Classroom" – October 2022
- "Like it or Not, They Matter: Engaging with Parents of College Students" – September 2022
- "Preparing for Mentorship" – February 2022
- "The Perfect Storm(s): Institutional Resilience and Student Success following a Global Pandemic, Hurricanes Laura and Delta, Winter Storm Uri, and a 100-year Flood" – February 2022
- "Professional Development & Career Advancement for Higher Education Professionals" – February 2022
- "Serving Students in the Wake of Two Direct Hit Hurricanes" – March 2021
- "Establishing an Affinity Group" – February 2020
- "Mentorship: How Two Universities Developed Mentorship Programs to Drive Student Success and Retention" – February 2019
- "Student Retention & Success through Engagement" – August 2018
- "Preparing your University for a Mentorship Program" – June 2018
- "Establishing a Mentorship Program as a Retention Mechanism: The CARE Mentorship Program – August 2017, October 2017
- "Social Media: A Tool or a Ticking Time Bomb" – October 2016, March 2017
- "Hosting Multicultural Programs" – February 2016
- "The Path of a Student Leader" – June 2015
- "Using a Program Proposal Process Within Your Campus Event Planning" – March 2013, July 2013, September 2013, October 2013, March 2014, June 2015

- "(Student Life) Advisors, What's Your Recipe for Success?" – November 2014
- "Understanding the Black Male in Higher Education" – August 2014
- "Developing as a Professional Means Developing Your Professional Brand" - March 2014
- "Bringing Conference Home: Cost Effective Networking" – March 2011
- "Training & Development of New Program Board Members" – March 2011
- "Maximize the Potential of Your Program" – March 2010
- "It's 2009, Our Board Needs More Money for Technology" – March 2009



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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.3.**      **McNeese State University's** request for approval to appoint Dr. Charles Stewart as Dean of the College of Science, Engineering and Mathematics effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Charles Stewart as Dean of the College of Science, Engineering and Mathematics effective July 1, 2024 at an annual salary of \$165,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Dr. Charles Stewart as Dean of the College of Science, Engineering and Mathematics effective July 1, 2024.*



MCNEESE STATE UNIVERSITY

OFFICE OF THE PRESIDENT  
DR. DARYL V. BURCKEL

*Via Electronic Transmittal Only*

May 23, 2024

President Richard J. Gallot, Jr.  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the June 13, 2024 meeting of the Board of Supervisors:

*Appoint Dr. Charles Stewart, Dean, College of Science, Engineering and Mathematics*

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Daryl V. Burckel".

Dr. Daryl V. Burckel  
President

Attachment

## Curriculum Vitae

Dr. Charles Stewart  
1509 Alvin Street  
Lake Charles, LA 70601  
Cell Phone: 337-515-1505  
e-mail: [charlesfstewart@gmail.com](mailto:charlesfstewart@gmail.com)

### **EDUCATION**

Ed.D. in Educational Leadership, concentration in Higher Education, Lamar University, 2009  
Dissertation: Using Student Characteristics to Predict the Persistence of Students in Online Courses

M. S. in Mathematics, concentration in Statistics, McNeese State University, 2005

B.S. in Mathematics and Mathematical Statistics, McNeese State University, 2001

### **ACADEMIC POSITIONS**

**Dean of the School of Arts and Sciences:** SOWELA Technical Community College, January 2015 to present.

- Led a department of over 80 full and part time instructors covering four campuses in the areas of art, biology, chemistry, criminal justice, English, history, mathematics and physical sciences.
- Oversaw the development of course offerings and curriculum, constructed semester schedules, coordinated articulation agreements, led general education accreditation for SACSCOC and programmatic accreditations, and coordinated dual enrollment programs with secondary partners.

**Interim Dean of the School of Transportation and Applied Technology:** SOWELA Technical Community College, March 2022 to July 2023.

- Led a department of over 30 full and part time instructors covering four campuses and the Oakdale Correctional Facility in the areas of Aviation Maintenance Technology, Carpentry, Forestry, Machine Tool Technology, Outdoor Power Equipment, Vehicle Maintenance & Repair, Welding, and the apprenticeship programs in Electrical and Plumbing Construction.
- Oversaw the redesign of course offerings and curriculum, constructed semester schedules, oversaw the integration of the Lamar Salter campus and three academic programs into SOWELA's existing curriculum, coordinated articulation agreements, lead the Automotive Service Excellence (ASE) accreditation process and the Association of Technology, Management, and Applied Engineering (ATMAE) accreditation for the aviation program.

**Department Chair of Liberal Studies and Education:** SOWELA Technical Community College, Spring 2009 to December 2014.

- Led a department of 54 full and part time instructors, developed courses offerings and curriculum, constructed semester schedules, coordinated articulation meetings with McNeese State University.
- Coordinated campus-wide purchasing of all FEMA instructional use furniture after Hurricane Rita and created the academic tutoring labs.

**Instructor of Mathematics:** SOWELA Technical Community College, Fall 2005 to Spring 2009.

- Served as math curriculum coordinator, transitional studies coordinator, Faculty Senate Vice President and was the SOWELA LDI candidate for the 2007-08 academic year.
- Taught Trigonometry, College Algebra, Statistics, Transitional math, and Culinary Math.

**OTHER TEACHING EXPERIENCE**

Teacher: South Cameron High School, Fall 2004 to Spring 2005.

- Taught advanced math, trigonometry, algebra II, geometry; tutored students on ACT Reading, English, Math and Science sections.

Teacher: Oakdale High School, Fall 2003 to Spring 2004.

- Taught pre-algebra, algebra, geometry; tutored students on ACT Reading, English, Math and Science sections.

**SELECTED EXAMPLES OF INITIATIVES DEVELOPED AND PROFESSIONAL SERVICE**

**Initiatives Created and/or Implemented**

- Partnered with Calcasieu Parish School Board to create the Virtual Instruction Program (VIP) for dual enrollment courses, 2021 to present
- Selected to be a LC Rebound Champion for the successful LC Rebound Bond Proposal, 2023
- Updated the Machine Tool Technology program with the input of local industry partners to better meet industry needs, 2023
  - o Worked with industrial partners to modernize the equipment by raising over \$150,000 in outside funding
- Oversaw the offering of Welding at all four SOWELA sites, also wrote and received over \$250,000 in grant funding for the program, 2023
- Wrote and received over \$310,000 in grants to modernize the Automotive program so that the program would meet the Automotive Service Excellence (ASE) requirements for accreditation, 2022 to 2023
- Worked with chemistry department to publish lab manual with the royalties going into a dedicated account for professional development, 2023
- After SOWELA acquired Lamar Salter site, managed the integration and oversaw the Carpentry, Automotive, Outdoor Power, and Welding programs, 2022-2023
- Created or updated the English, Mass Communication, History, and Criminal Justice 2+2 agreements with McNeese State University, 2020 to 2022

- Assisted with the SACSCOC acquisition of the Lamar Salter site, principal writer for the General Education Outcomes, 2022
- Served on the building committee for the reconstruction of the Arts and Humanities building after Hurricane Laura, 2021 to 2022
- Worked with HR to streamline the hiring, onboarding and FMLA processes, 2021
- Oversaw the development of the Corequisite course for English and math, 2021 to present
- Led the development of nine LCTCS E-Learning proposals that provided stipends for faculty who transitioned their courses to online/hybrid format, 2020
- Oversaw redesign of Criminal Justice degree and the creation of the Death Investigation concentration, 2019
- Restructured the Associate of General Arts (AGS) Program and double number of graduates, 2018
- Partnered with McNeese's English department to build a textbook for English composition courses with royalties going into a dedicated account for professional development, 2015 to present
- Led development of CourseNotes packets for all math courses with royalties going into a dedicated account for professional development, 2016 to present
- Assisted with acquisition of the Oakdale site, including the SACSCOC application, principal writer for the General Education Outcomes, 2017
- Five-year SACSCOC application, principal writer for General Education Outcomes, 2017
- Assisted in the creation of the SOWELA Bookstore, Bookstore Liaison for Academic Affairs, 2016 to present
- Initial SACSCOC application, principal writer for General Education Outcomes, 2012

#### **University, LCTCS System and Board of Regents Committees**

- Louisiana Board of Regents, Member, Transfer Pathways Committee, 2023
- Louisiana Board of Regents, Member, Math Pathways Work Group, 2022
- Louisiana Board of Regents, Member, Student Success through Math Pathways and CoReq Delivery Workshop, 2019
- Louisiana Board of Regents Dual Enrollment Work Group
- Transforming Post-Secondary Education in Mathematics (TPSE Math), Member, Department Chairs Conversations, 2023
- SOWELA, Academic Affairs Representative, Salary Taskforce, 2015 to present
- Louisiana Community and Technical College System (LCTCS), Member, Data Integration Project Committee, 2020
- Louisiana Community and Technical College System (LCTCS), Member, Minorities in STEM Campaign, 2019
- Louisiana Community and Technical College System (LCTCS), Member, Open Educational Resources (OER) Taskforce 2018 to 2019
- Louisiana Community and Technical College System (LCTCS), Member, Student Onboarding Committee, 2018

- Louisiana Community and Technical College System (LCTCS), Member, Electronic Degree Auditing and Advising System Evaluation Committee, 2017
- SOWELA, Member, Administration of Academic Affairs Team (Triple A Team), 2009 to present
- SOWELA, Chair, Fall Faculty Conference Planning Committee, 2010
- SOWELA, Chair, Spring Faculty Conference Planning Committee, 2010
- SOWELA, Chair, COE Standard 3 committee (Program and Institutional Outcomes), 2009 – 2010
- SOWELA, Chair, Transitional Math Redesign Committee, 2006-2010
- SOWELA, Vice President of Faculty Senate, 2008-2009
- Louisiana Community and Technical College System (LCTCS), Leadership Development Institute Candidate (LDI), 2007-2008

## **SELECTED PROFESSIONAL AND CIVIC MEMBERSHIPS**

### **Professional Memberships:**

- Southwest Louisiana Teachers of Mathematics (SWLTM), Board Member, 2012 to present
- Southwest Louisiana Teachers of Mathematics (SWLTM), President,
- American Mathematical Association of Two-Year Colleges (AMATYC), Member, 2011 to 2022
- Member, Louisiana-Mississippi Mathematical Association of Two-Year Colleges (LaMsMATYC), Member, 2011 to 2022
- National Academic Advising Association (NACADA), Member, 2011-2014
- National Institute for Staff and Organizational Development (NISOD), Member, 2011 to 2014

### **Civic Memberships:**

- Calcasieu Soccer Club, Vice-President of Administration, 2018 to present
- Calcasieu Soccer Club, President, 2010 to 2018
- Junior Achievement of Southwest Louisiana, Board Member, 2019 to present
- Bishop Noland Episcopal Day School (EDS), Board and Finance Committee Member – 2022 to present
- Junior League of Lake Charles, Community Advisory Board, 2020 to 2023
- Fusion Five, Member, 2017 to 2019

### **Selected Awards and Grants**

- SOWELA Tech Fee Funding Recipient; 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023
- Louisiana Board of Regents Grants; 2013, 2019, 2020, 2021
- Louisiana Community and Technical College System (LCTCS) Education Grants; 2020, 2023
- Alliance Foundation; STEAM Educational Programs Inventory and Assessment; 2019

- HC Drew Grant Recipient; 2016, 2017, 2018, 2019, 2020, 2021, 2023
- Rapid Response Grant; 2018

#### **CONFERENCE PRESENTATIONS AND PAPERS**

“Acceleration on the Transitional Math Expressway” Presented at the National Institute for Staff and Organizational Development (NISOD): 33<sup>rd</sup> International Conference of Staff and Teaching Excellence with Todd Carrere and Dr. Rick Bateman, Austin, Texas, 2011

“Transitional Math Redesign at SOWELA Technical Community College” Presented at the Louisiana Community and Technical College System (LCTCS) Annual conference: Innovation, Technology, Excellence with Todd Carrere and Dr. Rick Bateman, Baton Rouge, Louisiana, 2011

“Redesigning Transitional Math” Presented at the National Institute for Staff and Organizational Development (NISOD): 32<sup>nd</sup> International Conference of Staff and Teaching Excellence with Todd Carrere and Dr. Rick Bateman, Austin, Texas, 2010

“SOWELA Technical Community College: An Equity Audit of the Ethnic Ration of Student and Faculty Populations” Paper presented to the SERA, New Orleans, Louisiana, 2008

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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.4.**      **McNeese State University's** request for approval to appoint Dr. Michael Buckles as Interim Provost and Vice President for Academic Affairs effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Michael Buckles as Interim Provost and Vice President for Academic Affairs effective July 1, 2024 at an annual salary of \$180,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,*** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Dr. Michael Buckles as Interim Provost and Vice President for Academic Affairs effective July 1, 2024.





MCNEESE STATE UNIVERSITY

OFFICE OF THE PRESIDENT  
DR. DARYL V. BURCKEL

*Via Electronic Transmittal Only*

May 23, 2024

President Richard J. Gallot, Jr.  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the June 13, 2024 meeting of the Board of Supervisors:

*Appoint Dr. Michael Buckles, Interim Provost and Vice President of Academic Affairs*

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "DVB", written over a horizontal line.

Dr. Daryl V. Burckel  
President

Attachment

# Michael Buckles

McNeese State University MSU Box 92260 Lake Charles, LA 70609  
1-337-475-5192 (office) mbuckles@mcneese.edu

## Education

Louisiana State University, Doctor of Musical Arts	2003
Cleveland Institute of Music, Master of Music	1995
Tulane University, Bachelor of Arts in Music	1993

## Additional Education

Northwestern State University, Natchitoches LA	F2021-present
MA candidate – Major: Adult Learning and Development (63% complete)	

## Work Experience

### McNeese State University (since 2002)

• Interim Vice President for Academic Affairs (begin July 1, 2024)	2024-present
• Dean of the College of Liberal Arts	2018-present
• Interim Dean of the College of Liberal Arts	2017-2018
• Head of the Department of Performing Arts	2011-2017
• Professor	2017-present
• Associate Professor, Tenured	2008-2017
• Assistant Professor, Tenure-Track	2002-2008

### Dillard University

• Instructor of Strings	2000-2001
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### University of New Orleans

• Instructor of Violin – Preparatory School – Suzuki studio	1996-2002
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### Xavier University of Louisiana

• Instructor of Strings	1996-1998
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## Other Relevant Work Experience

• McNeese State University - Interim Director - School of Graduate Studies	2019
• Immaculate Conception Catholic Church – Choir Director	2017-present
• Lake Charles Symphony - Concertmaster	2002-2011
• MSU String Project – National String Project Symposium Site Director	2011-present
• Lake Charles Symphony – Personnel Manager and Librarian	2010-2012
• Governor's Program - Louisiana – String Instructor	2006-2008
• Rapides Symphony Orchestra - Principal Second Violin	2005-2008
• Francis G. Bulber Youth Orchestra- Director	2002-2006
• St. Mark's Catholic School, K-8, Chalmette, LA – Music Teacher	1999-2000
• Louisiana Philharmonic Orchestra - Section Violinist (tenured)	1995-1997

## Performances

• Solo performance with MSU Symphonic Band, <i>Shindler's List</i>	3/5/2024
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/5/2021

# Michael Buckles

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• Concertmaster, Handel's Messiah, Lake Charles, LA	12/1/2019
• Concertmaster, Masterwork Choral Series, Lake Charles, LA	5/5/2019
• Concertmaster, Masterwork Choral Series, Lake Charles, LA	5/3/2019
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/2/2018
• Violinist, First Monday recital series, Memorial Hospital, Lake Charles, LA	5/7/2018
• Violinist, Works of Melissa Dunphy, McNeese State University	4/20/2018
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/3/2017
• Concertmaster, Masterwork Choral Series, Lake Charles, LA	10/15/2017
• Concertmaster, Masterwork Choral Series, Lake Charles, LA	10/13/2017
• Concertmaster, Lake Charles Civic Ballet	3/19/2017
• Concertmaster, Lake Charles Civic Ballet	3/18/2017
• Faculty Potpourri Recital, McNeese State University	2/2017
• Violinist, Barbe HS Annual Cathedral Concert	12/17/2016
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/4/2016
• Concertmaster, Masterworks Series, Lake Charles, LA	10/23/2016
• Concertmaster, Masterworks Series, Lake Charles, LA	10/21/2016
• First violinist (quartet) with Lake Area Ballet	3/11/2016
• First violinist (BigBand/Jazz for Mardi Gras Krewe)	2/6/2016
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/6/2015
• Faculty Potpourri Recital, McNeese State University	9/18/15
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/7/2014
• Violinist, works by Jason Lisle, Lake Charles, LA	12/4/2014
• Second violinist, Lake Charles Symphony	7/12/2014
• First Monday Recital Series, LC Memorial Hospital	6/2/2014
• Violinist, Aloha Piano Quartet, Hattiesburg, MS	5/26/2014
• First violinist (BigBand/Jazz for Mardi Gras Krewe)	2/6/2014
• Violinist, Aloha Piano Quartet, Hattiesburg, MS	1/1/2014
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/8/2013
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/2/2012
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/4/2011
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/5/2010
• Concertmaster, Lake Charles Symphony	12/2010
• Presentation/Performance, LMEA Annual Convention	11/18/2010
• Concertmaster, Lake Charles Symphony	10/3/2010
• Guest performance with McNeese State University Chamber Singers	5/4/2010
• Concertmaster, Lake Charles Symphony	4/2010
• Fundraising recital for diocese w/Bishop of Lake Charles	3/2010
• Concertmaster, Lake Charles Symphony	2/2010
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/6/2009
• Concertmaster, Lake Charles Symphony	11/15/2009
• Guest performance, voice recital, McNeese State University	10/30/2009
• Concertmaster, Lake Charles Symphony	10/11/2009
• Concertmaster, Lake Charles Symphony	7/17/2009
• Summer Recital Series, Episcopal Church of the Good Shepherd, LC, LA	6/9/2009
• First Monday Recital Series, LC Memorial Hospital	6/1/2009
• Concertmaster, Lake Charles Symphony, Children's Concert	4/5/2009
• Concertmaster, Lake Charles Symphony	4/4/2009
• Concertmaster, Lake Charles Symphony	2/1/2009

# Michael Buckles

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- Concertmaster, Handel's Messiah, Lake Charles, LA 12/7/2008
- Guest Artist Series, Recital, St. Michael's Episcopal Church, Lake Charles, LA 11/17/2008
- Concertmaster, Lake Charles Symphony 11/9/2008
- Concertmaster, Lake Charles Symphony 10/5/2008
- Personalized study of violin works by Matthew Burtner, Univ. of Virginia 6/2008
- Kushner Tribute Concert, McNeese State University 5/3/2008
- Recital, Louisiana State University, Baton Rouge, LA 4/14/2008
- Concertmaster, Lake Charles Symphony 4/12/2008
- Guest Artist, Bach Around the Clock Festival, New Orleans, LA 3/29/2008
- Recital, Xavier University, New Orleans, LA 3/10/2008
- Soloist, Lake Charles Symphony 2/24/2008
- Principal Second Violin, Rapides Symphony Orchestra, Children's Concert 1/14/2008
- Principal Second Violin, Rapides Symphony Orchestra 1/13/2008
- Concertmaster, Handel's Messiah, Lake Charles, LA 12/2/2007
- Principal Second Violin, Rapides Symphony Orchestra 11/11/2007
- Concertmaster, Lake Charles Symphony 10/21/2007
- Principal Second Violin, Rapides Symphony Orchestra 9/29/2007
- Recital, Temple College, Temple, TX 9/20/2007
- Recital, LSU Composer's Forum, Baton Rouge, LA 9/10/2007
- East Tennessee State University fundraising recital, Johnson City, TN 8/24/2007
- Concertmaster, Lake Charles Symphony 7/14/2007
- Principal Second Violin, Rapides Symphony Orchestra 4/29/2007
- Concertmaster, Lake Charles Symphony, Children's Concert 4/15/2007
- Concertmaster, Lake Charles Symphony 4/14/2007
- Lenten Recital Series, Episcopal Church of the Good Shepherd, Lake Charles, LA 3/30/2007
- Recital, McNeese State University 3/23/2007
- Midday Recital Series, Delgado Community College, New Orleans, LA 2/8/2007
- First Monday Recital Series, First Methodist Church, Baton Rouge, LA 2/5/2007
- Trinity Artist Series, Recital, New Orleans, LA 2/4/2007
- Principal Second Violin, Rapides Symphony Orchestra 1/21/2007
- Principle Second Violin, Chorale Acadienne Orchestra, Lafayette, LA 12/8/2006
- Principle Second Violin, Chorale Acadienne Orchestra, Lafayette, LA 12/5/2006
- Concertmaster, Handel's *Messiah*, Lake Charles, LA 12/3/2006
- Principal Second Violin, Rapides Symphony Orchestra 11/11/2006
- Midday Recital Series, Delgado Community College, New Orleans, LA 11/2/2006
- Principle Second Violin, Chorale Acadienne Orchestra, Lafayette, LA 10/27/2006
- Principle Second Violin, Chorale Acadienne Orchestra, Lafayette, LA 10/24/2006
- Concertmaster, Lake Charles Symphony 10/22/2006
- Invited guest with McNeese State University Chamber Singers 10/19/2006
- Principal Second Violin, Rapides Symphony Orchestra 10/7/2006
- Guest Artist Series, Recital, St. Michael's Episcopal Church, Lake Charles, LA 9/26/2006
- Piano dedication recital, First Methodist Church, Lake Charles 9/9/2006
- Concertmaster, Lake Charles Symphony 7/15/2006
- Kodaly Institute Recital, McNeese State University 6/7/2006
- Principal Second Violin, Chorale Acadienne, Lafayette, LA 5/5/2006
- Banner's Cultural Series performance, "The Revelation Project" 4/30/2006
- Principal Second Violin, Rapides Symphony Orchestra 4/24/2006
- Principal Second Violin, Rapides Symphony Orchestra 4/23/2006

# Michael Buckles

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• Concertmaster, Lake Charles Symphony, Children's Concert	4/9/2006
• Concertmaster, Lake Charles Symphony	4/8/2006
• Principal Second Violin, Rapides Symphony Orchestra	3/26/2006
• Faculty Potpourri Recital, McNeese State University	3/23/2006
• Principal Second Violin, Rapides Symphony Orchestra	3/12/2006
• Bach's Lunch Recital Series, Lake Charles, LA	3/10/2006
• Concertmaster, Lake Charles Symphony	2/12/2006
• Principal Second Violin, Rapides Symphony Orchestra	1/15/2006
• [remaining 2005 activity interrupted by Hurricane Rita]	
• Principal Second Violin, Rapides Symphony Orchestra	10/17/2005
• Principal Second Violin, Rapides Symphony Orchestra	10/1/2005
• Section first violinist, Symphony of Southeast Texas	9/17/2005
• 9/11 Tribute Concert, Church of the Immaculate Conception, Sulphur, LA	9/11/2005
• Concertmaster, Lake Charles Symphony	7/16/2005
• Concertmaster, Symphony of Southeast Texas	7/4/2005
• Featured Artist, University of New Orleans Alumni Meeting	5/2005
• Principal Second Violin, Chorale Acadienne, Lafayette, LA	4/29/2005
• Guest Artist, New Orleans Bach Festival, Trinity Artists Series	4/22/2005
• Section first violin, Rapides Symphony Orchestra	4/16/2005
• Concertmaster, Lake Charles Symphony, Children's Concert	4/10/2005
• Concertmaster, Lake Charles Symphony	4/9/2005
• Section first violin, Symphony of Southeast Texas	3/5/2005
• Section first violin, Acadiana Symphony	1/23/2005
• Concertmaster, Lake Charles Symphony	1/15/2005
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/3/2004
• Concertmaster, Lake Charles Symphony	11/2004
• Concertmaster, Lake Charles Symphony	10/2004
• Concertmaster, Lake Charles Symphony	7/17/2004
• Faculty Recital, Greater New Orleans Youth Orchestra Summer Camp	6/2004
• Concertmaster, Lake Charles Symphony, Children's Concert	4/18/2004
• Concertmaster, Lake Charles Symphony	4/17/2004
• Bach's Lunch Recital Series, Lake Charles, LA	3/12/2004
• Chamber Music Recital, McNeese State University	2/27/2004
• Chamber Music Recital, Sam Houston State University	2/25/2004
• Soloist, Lake Charles Symphony	2/8/2004
• Concertmaster, Lake Charles Symphony	2/8/2004
• Christ Church Cathedral Recital Series, trio first violinist	1/2004
• Concertmaster, Handel's Messiah, Lake Charles, LA	12/7/2003
• Concertmaster, Lake Charles Symphony	11/16/2003
• Recital participant, Louisiana Music Teacher's Association Annual Convention	10/23/2003
• Faculty Potpourri Recital, McNeese State University	10/21/2003
• Lecture Recital, McNeese State University	10/15/2003
• Concertmaster, Lake Charles Symphony	10/12/2003
• Christ Church Cathedral Recital Series, quartet first violinist	7/27/2003
• Soloist, Lake Charles Symphony	7/19/2003
• Concertmaster, Lake Charles Symphony	7/19/2003
• Faculty recital, Greater New Orleans Youth Orchestra Summer Camp	6/2003

## Michael Buckles

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- Concertmaster, Lake Charles Symphony – Children’s Concert 4/2003
- Concertmaster, Lake Charles Symphony 4/2003
- Concertmaster, Lake Charles Symphony 2/2003
- Concertmaster, Lake Charles Symphony 11/2002
- Concertmaster, Lake Charles Symphony 10/2002
- Concertmaster, Handel's Messiah, Lake Charles, LA 12/1/2002

### Writings

- Book Chapter with E. Kaiser, “Hurricane Season,” 2019  
*Leonardo’s Children: Stories on Creativity by Fine Arts Leaders that will Blow your Mind*, International Council of Fine Arts Deans
- “From the Orchestra Division Chairman,” quarterly article for the Louisiana Music Educator’s Association 2005-2008
- “String Column,” a quarterly article for *Score*, a quarterly publication for the Louisiana Music Teacher’s Association 2004-2006
- One of four editors for the *String Syllabus*, Louisiana Music Teacher’s Asso. 2003
- “A Structured Content Analysis of Five Contemporary Etude Books for the Violin,” Doctoral monograph. 2500+ downloads since 2017 2002

### Clinics and Masterclasses

- Clinician, Barbe H.S. Orchestra All-State workshop, Lake Charles, LA 8/2019
- Clinician, Barbe H.S. Orchestra All-State workshop, Lake Charles, LA 8/2018
- Clinician, all-state workshop for CPSB string students, Lake Charles, LA 8/9/2017
- Clinician, Almaty Regional Music Festival, Almaty, Kazakhstan 3/1-4/2017
- Clinician, Lafayette High Orchestra workshop, Lafayette, LA 1/27/2017
- Guest clinician and masterclass, Grambling State University 10/12/2009
- Guest clinician and masterclass, Louisiana Tech University 10/11/2009
- Guest clinician and conductor, Rapides Parish Honor Orchestra 3/27-31/2009
- Guest clinician and conductor, E. Baton Rouge Honor Orchestra 2/20-23/2009
- Masterclass and performance for Baton Rouge Chamber Music Players 3/11/2006
- Masterclass and performance for Baton Rouge Chamber Music Players 3/19/2005
- Masterclass and performance for Baton Rouge Chamber Music Players 3/27/2004

### Presentations

- Presenter, *UL System Management and Leadership Institute, Class VII, Lessons of Leadership: How To Move Forward When We Forget To Implement What We Know* 4/16/2024
- Panelist, *UL System Management and Leadership Institute, Project Experience and Reflections*, at Grambling State University 10/17/2023
- Presenter, *Flipping your classroom – online resources* Faculty and Staff Workshops 1/13/2023
- Presenter, *Online Learning Consortium Training, Novice and Advanced Perspectives*, McNeese Week, Faculty and Staff Workshops 8/11/2022
- Panelist, *Leadership*, for UL System Management and Leadership Institute 3/15/2022
- Moderator, Round-Table, *Undergrad. Research*, Academic Summit Conference 5/25/2021
- Moderator, Round-Table, *Pandemic*, For Our Future Conference 5/18/2021
- ULS Day presentation to U.L. Board of Supervisors, *Transparency* 4/10/2019
- U.L. System - For Your Future Conference, *Transparency* 2/14/2019

## Michael Buckles

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- FG Bulber Youth Orchestra workshop, *Music technique* 8/4/2014
- LMEA Conference, *Service-Learning* 11/19/2010
- LMTA Conference, *Service-Learning* 10/15/2010
- LMEA Conference, *S-L and Oak Park M.S. Orchestra* 11/21/2009
- WG Still Conference, Natchez, MS, *S-L and Oak Park M.S. Orchestra* 11/19/2009
- LMEA Conference, *Is that really music? The compositions of Matthew Burtner* 11/16/2007
- LMTA Conference, *Is that really music? The compositions of Matthew Burtner* 10/19/2007
- LMTA Conference, *The String Studio of McNeese State University* 10/2004
- LMTA Conference, *Rhythmic Etudes of Bohuslav Martinu* 10/24/2003

### Adjudication

- Symphony of Southeast Texas, String Competition 2/18/2023
- National Federation of Music Clubs, local chapter, string adjudicator 2/11/2023
- LMEA District V Solo and Ensemble 5/20/2022
- LMEA District V Solo and Ensemble 4/14/2022
- National Federation of Music Clubs, local chapter, string adjudicator 2/12/2022
- LMEA State Solo and Ensemble 4/2021
- LMEA District V Solo and Ensemble 3/2020
- LMEA District V Solo and Ensemble 5/11/2018
- LMEA District V Solo and Ensemble 5/17/2017
- SJ Welsh MS Orchestra Festival, Lake Charles, LA 3/7/2017
- LMEA State Orchestra Festival 4/26/2010
- LMEA District V Solo and Ensemble Festival 4/2010
- Concerto competition, Lake Charles Symphony 3/7/2009
- LMEA All-State qualifying round for piano 10/2008
- ASTA State qualifying round for National Competition 10/2008
- LMEA All-State qualifying round for piano 10/2007
- ASTA State qualifying round for National Competition 10/2007
- LMEA District VIII Large Ensemble Festival 2/2006
- Concerto Competition, Rapides Symphony Orchestra 2/2006
- ASTA State qualifying round for National Competition 10/2006
- LMEA All-State qualifying round for all strings 10/2005
- LMTA State String Rally 5/14/2005
- LMEA District VIII Large Ensemble Festival 3/22/2006
- Concerto Competition, Rapides Symphony Orchestra 2/5/2005
- LMEA State Orchestra Festival 4/23/2004
- LMEA All-State finals auditions 11/21/2003
- LMEA District VIII Large Ensemble Festival 3/19/2003
- Concerto Competition, Rapides Symphony Orchestra 2/22/2003

### Grants

- National String Project Consortium, \$10K – to promote string instruction in a region lacking access and expertise 2010
- UL System, Service-Learning, \$1K – Train-the-Trainer 2009
- UL System, Service-Learning, \$10K – for instruments and developed a program w/local Elementary, Title 1 School) 2008
- Yearly recipient of internal, university sponsored grants (\$1K-\$5K) 2006-2011, 2022

## Michael Buckles

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### University Service

- An editor for SACSCOC fifth-year interim report 2023
- MSU Undergraduate Research Coordinator 2022-present
- Student Advocacy Committee – Chair 2021-present
  - Advise students who might be respondents or complainants within the scope of Student Code of Conduct cases
- Commencement Committee 2021-present
- Food Recovery Network – Advisor - Coordinate with University Food Pantry 2021-2023
- Developed college recruiting and outreach committee 2021
- Parking and Traffic Appeals Committee 2021-present
- Diversity and Equity Initiatives Committee – developed vision & strategic plan 2020-present
- L.E.A.P. mentor – monthly leadership training for select employees 2020-present
- Chair - RNL Graduate Programs committee 2019
- Coordinated Music Accreditation self-study 2018
- Participated in CAEP and SACSCOS interviews 2017
- Co-facilitator and co-creator, Teaching Excellence, year-long workshops for new faculty 2017-2023
- Academic Advisory Council 2017-present
- Administrative Advisory Council 2017-present
- C.A.R.E mentor – Student Affairs mentorship program for at-risk students 2017-present
- Building Coordinator – liaison between facilities and building inhabitants 2011-present
- MSU Undergraduate Research Day Co-Coordinator (coordinator since 2021) 2011-present
- MSU Service-Learning Coordinator 2010-present
- Adjudicator for capstone projects in music 2002-present
- String Area coordinator 2002-present
- Organize Performance Arts Showcase - University Research Week 2014-2019
- Music coordinator for MSU Foundation annual scholarship brunch 2013-2017
- Phi Mu Alpha - music service fraternity - faculty advisor 2011-2018
- Music curriculum advisor for freshman, transfers, and seniors 2011-2017
- Compile Master Plan data for Dept. of Performing Arts 2011-2017
- MSU Grade Appeals Committee – chair since 2017 2010-2021
- Academic Program Coordinator for Instrumental B.M. 2005-2011

### Professional Service

- American String Teacher's Association – NSPC Awards selection adjudicator 2023
- National String Project Consortium, board member 2023-2027
- UL System Task Force - Feasibility of Maritime Education 2022-2023
- LA state report at Natl. Assoc. Schools Music regional meeting 2016-2018
- Review Board, Journal of Service-Learning in Higher Education 2014-present
- UL System Undergraduate Research and Service-Learning Council 2010-present

### Professional Service: Leadership

- Musician Representative to Lake Charles Symphony Board 2009-2010
- Past President and Treasurer – American String Teacher's Association 2008-2009
- Coordinator – Strings for District IV All-State Auditions 2007



## Michael Buckles

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• Orchestra Chair - Louisiana Music Educators Association	2006-2011
• President – LA Chapter of the American String Teacher’s Association	2006-2008
• Chair – Orchestra Division, Louisiana Music Educator’s Association	2005-2008
• Chair – Strings, Louisiana Music Teacher’s Association	2004-2006
• String Chair – District V All-State Auditions	2003-2011
<b>Community Boards and Committees</b>	
• Pastoral Council, Our Lady Queen of Heaven Catholic Church	2022-2024
• St. Louis HS Relocation Committee	2021-2022
• Lake Charles Symphony Board	2019-2022
• Francis G. Bulber Youth Orchestra Board	2017-present
• Our Lady Queen of Heaven School Finance Committee	2014-present
• Our Lady Queen of Heaven School Board	2014-2019
• Music Makers 2U Board – provides instruments to children	2014-2017
<b>Community Leadership</b>	
• President - Kiwanis of Calcasieu	2019-2020
• President - OLQH School Board	2018-2019
<b>Community Service</b>	
• Co-Master of Ceremonies – Bulber Youth Orchestra concert	05/13/2022
• Master of Ceremonies and Guest Conductor – Bulber Youth Orchestra concert	12/10/2021
• Assist with string recruiting at SJ Welsh MS	8/19/2021
• Participate in meet and greet, District V Band and Orchestra Directors at MSU	8/18/2021
• Assist with string recruiting at SJ Welsh MS	8/22/2019
<b>Continuing Education</b>	
• Diversity, Equity, and Inclusion at Work – eCornell 2-week online course	08/2023
• Online Learning Consortium – Online Teaching Foundation Course	07/2022
• SACSCOC Institute on Quality Enhancement and Accreditation	7/19-22/2021
• Ohio State University String Workshop	6/2014
• Regular attendance at ASTA, SACSCOC, NASM, and CCAS annual meetings	
<b>Leadership programs</b>	
• Speakeasy training - Communicate to Drive Results	6/27-29/2022
• Harvard Institute of Management and Leadership in Higher Ed (online-COVID)	Summer 2021
• SWLA Leadership Southwest (12-month)	2019
• UL System Management and Leadership Institute (9-month)	2018-2019
<b>Current Memberships</b>	
• American String Teacher’s Association	2022-present
• Kiwanis of Calcasieu	2018-present
• Council of Colleges of Arts and Sciences Deans (institutional)	2018-present
• McNeese Quarterback Club (football booster)	2017-present
• International Council of Fine Art’s Deans (institutional)	2017-present
• National Association of Schools of Music (institutional)	2011-present
• National String Project Consortium	2010-present

## Michael Buckles

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### Honors

- Phi Mu Alpha, Alpha Upsilon, McNeese State University Chapter  
Honorary Faculty of the Month *March 2024*
- American String Teacher's Association, National String Project Site  
of the Year for McNeese State University's String Project site *2022*
- Voted "Most Likely to be U.L. System President" by  
U.L. System Management and Leadership Institute class *2019*
- Faculty Senate Award for Outstanding Service *2016*
- Student Government Association Faculty Member of the Year *2016*
- MSU President's Award for Outstanding Community Service *2011*
- U.L. System – Excellence in Service-Learning *2010*
- Mayor's Award for Best Arts Organization (Youth Orchestra) *2004*

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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.5.**      **McNeese State University's** request for approval to appoint Ms. April Broussard as Interim Vice President of Business Affairs effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Ms. April Broussard as Interim Vice President for Business Affairs effective July 1, 2024 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 McNeese State University's request for approval to appoint Ms. April Broussard as Interim Vice President of Business Affairs effective July 1, 2024.*



*Via Electronic Transmittal Only*

May 23, 2024

President Richard J. Gallot, Jr.  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the June 13, 2024 meeting of the Board of Supervisors:

*Appoint Ms. April Broussard, Interim Vice President of Business Affairs*

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Burckel", written over a horizontal line.

Dr. Daryl V. Burckel  
President

Attachment

**APRIL BROUSSARD, CPA, MBA, CGMA**

*5838 Willow Ridge Drive. Lake Charles, LA 70605. Phone (225) 315-3153*

*april\_broussard@yahoo.com*

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**PROFESSIONAL EXPERIENCE**

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**MCNEESE STATE UNIVERSITY, LAKE CHARLES, LA**

Sep 2019 – Present

**Operations Director of McNeese Autism Program (MAP) and Kay Doré Counseling Clinic (KDCC)** – Responsible for the day-to-day operations of two psychology clinics on the university campus. Within the first 90 days of employment, I reviewed the current fee schedules in MAP and communicated with the major payer representatives to determine that fee schedules had not been adjusted in several years. Immediately began work with payers to update the fee schedules. Became a United Way Partner Agency for KDCC and received \$251k in year-to-date funding for enhanced operations of the Suicide Education and Awareness, and Road to Wellness Programs. Negotiated with ImCal HSA and Southwest Louisiana Area Health Education Center to fund a coordinator position for that program, approximately \$260k of funding over five years, as well as monthly payments for counseling services to Sam Houston High School. Operated through the pandemic shut down in early 2020, and shifted KDCC to telehealth, allowing that clinic to maintain 60% of prior revenues. Prepared documents/reports to file claims for MAP CARES Act funding, receiving 100% of claims filed, approximately \$468k. Hurricanes Laura and Delta closed both clinics for several months in 2020. Secured temporary space for both clinics through local community outreach, allowing the clinics to resume operations six months before the university secured modular buildings. Prepared financial documentation to claim \$290k in business interruption insurance from hurricanes. Applied for and received \$30k of grant funding from another partner, Community Foundation of Southwest Louisiana. Implemented several annual fundraising campaigns to benefit both clinics, and currently working to establish an annual golf tournament for MAP.

**GASTROENTEROLOGY ASSOCIATES/TDDC, BATON ROUGE, LA**

Mar 2015 – Aug 2019

**Controller/CFO/Vice President of Financial Performance** – Responsible for all aspects of finance/accounting for the practice. Reviewed receivables at initial hire to find over two hundred thousand dollars in billings that never occurred. Subsequently billed and collected the full anticipated receivable. Reviewed 401(k) funding processes and implemented changes to ensure compliance with DOL requirements. Main contact for all external audits, CPA firms, banking officers, and secondary contact for practice attorneys. Streamlined close processes to reduce required close time from three weeks to five days. Standardized monthly board reporting template as well as physician monthly draw statements to incorporate production statistics and other operating results drivers. Continually collaborated with key physicians to revise this statement as new data was needed. Worked with local banking officers to ensure cash flow was never negatively impacted due to changes in the industry. Developed, implemented, and continually monitored physician compensation formula to incorporate a production allocation component. Started annual reporting to MGMA for the Provider Compensation and Production Survey as well as the Management and Staff Compensation Survey, which provides pertinent benchmark data for the practice. Assisted in the decision to join TDDC, the largest gastroenterology practice in the United States. Managed month end close and physician compensation process for the anesthesiology ancillary component of TDDC's entire practice. Main point of contact with outside consultants on the Baton Rouge location and anesthesiology ancillary units to prepare for the partnership with private equity. Worked directly with external audit team on the first TDDC audit for year-end 2018, developing procedures and schedules.

**APRIL BROUSSARD, CPA, MBA, CGMA**

*5838 Willow Ridge Drive. Lake Charles, LA 70605. Phone (225) 315-3153*

*april\_broussard@yahoo.com*

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**PROFESSIONAL EXPERIENCE (cont.)**

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**MCNEESE STATE UNIVERSITY, LAKE CHARLES, LA**

**Oct 2008 – March 2015**

**University Registrar** – Managed the Office of the Registrar with enrollment of approximately 8,000 students. Provided statistical reports and analysis for government agencies, administration, and department use. Ensured the integrity and security of student academic data and the student information system. Implemented the process to generate electronic transcripts and distribute them via E-Scrip Safe at McNeese State University. Responsible for grading, registration, degree audit, preparation of commencement materials, preparation and verification of the class schedule, transfer articulation, compliance with NCAA regulations, compliance with Department of Veterans Affairs regulations, preparation of the academic calendar, and testing and implementation of upgrades to the student information system. Responsible for the admission, enrollment, and reporting of approximately 350 international students on campus, while ensuring compliance with U.S. Citizenship and Immigration Services federal regulations. Served on several committees and acted as a resource to administrators, faculty, staff, and students.

**CHRISTUS ST. PATRICK HOSPITAL, LAKE CHARLES, LA**

**Jul 2006 – Sep 2008**

**Financial Controller** – Provided oversight and direction for G/L software conversion in December 2006. Preparation and review of monthly, quarterly, and annual financial packages including representation letters and tax files for the corporate office as well as the outside audit firm. Preparation of mid-month income statement projection and management discussion and analysis reports for corporate planning and review. Actively participated in the hospital compliance committee. Improved associate satisfaction of supervisor by 9.2 percentage points in two years with CHRISTUS. Interacted with and presented to the leadership team on financial topics to cultivate an increased awareness of financial principals and encourage fiscal responsibility in the hospital.

**LAKE CHARLES MEDICAL & SURGICAL CLINIC, LAKE CHARLES, LA**

**Aug 2005 – Jun 2006**

**Chief Financial Officer** – Reviewed the business revenue cycle with a process improvement team to strengthen internal controls, ensure proper and timely charge entry, reduce denial frequency, and promote functional importance of individuals in the cycle. Guided the monthly management team meetings to improve interdepartmental communication and effectiveness of clinic policies and procedures. Reviewed guarantee contracts with physician recruits to facilitate an understanding of the partnership; evaluated recruits for potential assimilation into the clinic organization. Identified and presented strategic improvement opportunities in Compensation, Investment, Finance, and Executive Committee meetings, with respect to challenges faced in the business environment. Prepared financial analyses and recommendations for managed care negotiations, lease versus purchase options, and continuation of service lines to positively impact the decision-making process. Conducted daily review of the billing and collecting patterns within the business office and implemented corrective actions if necessary. Assisted outside CPA firm with negotiating business interruption claim payment to receive substantially all our estimated hurricane related losses.

**APRIL BROUSSARD, CPA, MBA, CGMA**

5838 Willow Ridge Drive. Lake Charles, LA 70605. Phone (225) 315-3153

april\_broussard@yahoo.com

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**PROFESSIONAL EXPERIENCE (cont.)**

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**Jan 2004 – Aug 2005**

**Controller** - Responsible for appraisal of the profitability and performance of the partnership against national benchmarks. Organized and maintained financial accounting systems, including accounts payable, general ledger, employee payroll, cash disbursements, and financial statements. Implemented changes in accounting software as well as an interface between the payroll and general ledger accounting systems. Completed the annual MGMA Cost Surveys and Physician Compensation and Production Surveys.

**Jan 2003 – Jan 2004**

**Assistant Controller** - Assisted in directing the organization's financial affairs and prepared financial analyses of operations including interim and final financial statements with supporting schedules for guidance of management. Supervised general ledger accounting and payroll. Directed monthly close process from general ledger through partner compensation.

**Nov 2001 – Jan 2003**

**Full Charge Accountant** - Performed all duties relating to accounts payable and payroll for three entities. Developed ACCESS databases for reporting purposes reducing manual processing time in multiple areas. Performed analysis of accounts for year-end audits and monthly reviews. Assisted in the implementation, revision, and documentation of current accounting policies and procedures.

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**EDUCATION**

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May 2000 M.B.A., General, McNeese State University, Lake Charles, LA – GPA 3.92

Dec 1998 B.S., Accounting, McNeese State University, Lake Charles, LA – GPA 4.0

Dec 1998 A.S., Computer Information Tech, McNeese State University, Lake Charles, LA – GPA 4.0

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**COMPUTER SKILLS**

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Medisoft Billing Software, Titanium Scheduling/Billing Software, Quickbooks, Intacct Accounting Software, Tableau Reporting Software, Ellucian Banner Student Information System, HBOC G/L Package, Meditech G/L Package, MAS 90, T-Values for Windows, ADP Payroll Processing Software, Paycom Payroll Processing Software, ReportSmith report writer for ADP, Crystal Reports, FAS Fixed Asset Management, Corel WordPerfect, Access, Excel, Word, and PowerPoint.

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**AFFILIATIONS, PROFESSIONAL MEMBERSHIPS, AND AWARDS**

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American Institute of Certified Public Accountants (AICPA)

Louisiana Society of CPA's (LCPA)

Chartered Global Management Accountants (CGMA)

Phi Kappa Phi

2022 Recipient of the McNeese State University President's Award for Excellence

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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.6.**      **McNeese State University's** request for approval to appoint Dr. Keagan LeJeune as Interim Dean for the College of Liberal Arts effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Keagan LeJeune as Interim Dean for the College of Liberal Arts effective July 1, 2024 at an annual salary of \$125,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Dr. Keagan LeJeune as Interim Dean for the College of Liberal Arts effective July 1, 2024.*





MCNEESE STATE UNIVERSITY

OFFICE OF THE PRESIDENT  
DR. DARYL V. BURCKEL*Via Electronic Transmittal Only*

May 23, 2024

President Richard J. Gallot, Jr.  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the June 13, 2024 meeting of the Board of Supervisors:

*Appoint Dr. C. Keagan LeJeune, Interim Dean, College of Liberal Arts*

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "DVB", written over a horizontal line.

Dr. Daryl V. Burckel  
President

Attachment

## CONDENSED CURRICULUM VITAE

Keagan LeJeune  
McNeese State University  
Department of English and Foreign Languages  
College of Liberal Arts  
clejeune@mcneese.edu

### EDUCATION

University of Louisiana at Lafayette  
August 1997 to May 2001  
Ph.D. in English  
Specialization: Folklore

McNeese State University  
August 1994 to May 1997  
M.F.A. in Creative Writing

### EXPERIENCE

Interim Dean, College of Liberal Arts  
July 1 2024-present  
McNeese State University  
Lake Charles, LA

Department Head, English and Foreign Languages  
August 2018-June 2024  
McNeese State University  
Lake Charles, LA

Professor, English and Foreign Languages  
McNeese State University  
Lake Charles, LA  
Assistant Professor (2001-2006),  
Associate Professor (2007-2014),  
Full professor (2014-present)

### GOVERNMENTAL APPOINTMENTS

Member, Louisiana Folklife Commission, Appointed by Governor Bobby Jindal, January 2014-December 2017

### MAJOR AWARDS

2024 Summerlee Prize, best nonfiction book devoted to the Gulf Coast for *Finding Myself Lost in Louisiana*.

2022-2023, Fellow, Center for the History and Culture of Southeast Texas and the Upper Gulf Coast, Lamar University.

2019 Arthur W. Bergeron Jr Award, for preservation of Louisiana History and culture, awarded by Civil War Round Table of Central Louisiana,

2017 Louisiana Literary Award, awarded by the Louisiana Library Association, awarded to *Legendary Louisiana Outlaws: The Villains and Heroes of Folk Justice*. LSU Press 272 pages. ISBN 9780807162576

2016 Brian McConnell Book Award, awarded by the International Society for Contemporary Legend Research, Awarded to *Legendary Louisiana Outlaws: The Villains and Heroes of Folk Justice*. LSU Press 272 pages. ISBN 9780807162576

## PUBLICATIONS

### Manuscripts

*Finding Myself Lost in Louisiana*. University Press of Mississippi, October 2023.

*Legendary Louisiana Outlaws: The Villains and Heroes of Folk Justice*. Louisiana State University Press, 2015.

*Gilded Circles and Sure Trouble: The Art of Josephine Sacabo and Keagan LeJeune*. 21<sup>st</sup> Editions: The Art of the Book, 2013

*Always for the Underdog: The Legend of Leather Britches Smith*. Texas Folklore Society Extra Book 23. University of North Texas Press, 2010.

*An Annotated Bibliography of Sources Relating to the History and Culture of Louisiana's Neutral Strip*, commissioned by Five Parishes West, in partnership with the Louisiana Division of the Arts and the Louisiana Office of Tourism, 2009

### Edited Collections

*The Outlaw and the American Cultural Landscape: An Essay Collection*. Ed. Keagan LeJeune. American Studies Journal. 51. (December 2007).

### Book Chapters

Solicited chapter, "Legal Traditions in Louisiana and the Floridas, c. 1763-1821," book manuscript forthcoming; edited by Sean Donlon and Vernon Palmer (Tulane)

"Hurricane Rita and the New Normal: Modified Communication and New Traditions in Calcasieu and Cameron Parishes" *Culture after the Hurricanes Rhetoric and Reinvention on the Gulf Coast*. Ed. M. B. Hackler. University Press of Mississippi, 2010.

### Commissioned Essays

"Western Louisiana's Neutral Strip: Its History, People, and Legends" Commissioned by Louisiana's Office of Cultural Development Division of the Arts: Folklife Division.  
[http://www.louisianafolklife.org/LT/Articles\\_Essays/NSLeJeune1.html](http://www.louisianafolklife.org/LT/Articles_Essays/NSLeJeune1.html). 2015

### Selected Articles

"The Place-Name Legend of Pecan Island, Land Use, and Efficiency Narratives," *Louisiana Folklore Miscellany* 29 (2019).

"Knowing How to Bury Your Dead: The Significance of the Post-Burial Home Visit" *Louisiana Folklore Miscellany* 20 (2010): 30-51.

"A Collaborative Essay Considering Changes to Individual and Communal Identity Caused by Hurricane Rita" *Louisiana Folklore Miscellany* 16-18 (2008): 3-27.

Introduction. *The Outlaw and the American Cultural Landscape: An Essay Collection*. Ed. Keagan LeJeune. *American Studies Journal* 51:1-13.

"Leather Britches Smith—Slain: Interpreting an Outlaw Legend through His Gravestone." *Markers: Annual Journal for Gravestone Studies* XXIII (2006): 73-91.

"Making a Home Sacred: One Woman's Acquisition of Voice through the Production of Religious Centerpieces." *The McNeese Review* 43: 35-59.

"Binding a Family: Examining Job's Tears Rosaries as Religious Artifacts of Kinship." *Louisiana Folklore Miscellany* 15: 59-68.

#### Selected Creative Work:

##### Works in Anthologies:

"Reverdie," *The World Is Charged: Poetic Engagement with Gerald Manley Hopkins* (Clemson University Press, 2016).

"When Bliss Finds Our Ten Acres of Pine," "Honey in the Rock," "Inheritance" in *Southern Poetry Anthology: Louisiana* (Texas Review Press, 2011)

"Making a Job's Tears Rosary" *Points of Gold*. (Xavier Press, 2005).

##### Creative Works in Journals:

###### Nonfiction:

"Coochie Brake," excerpt of *Finding Myself Lost in Louisiana* published by *Oxford American*.

"Talbert-Pierson Cemetery," *64 Parishes Magazine*, The Winter Issue, 2023

"Leather Britches Smith" *64 Parishes Magazine*, The Winter Issue, 2022

###### Fiction:

"A Certain Sort of Redness," fiction, *Southwestern Review*, 103.3

"Sedentism," fiction, *Gulf Coast Journal*, 29.2

###### Poetry:

"Crabbing" and "Crossing the Mississippi River Bridge," *2River*, 2016.

"Basic Recipes," *New South*. 2016.

"Coffin Spoons" and "When the World Goes Broken," *Louisiana Literature*. Spring 2012.

"Pleasure," poetry, *Borderlands*, 2009.

"Household Gods," poetry, *The Texas Review*, 2009.

"Marshall Bollich Shells It Out" *Louisiana Literature*, 2008

"The South and Chekhov," *The Xavier Review*, 2008.

"The Fifth Season," *The Review*, 1995.

#### Book Reviews

Book Review, "*The Life and Crimes of Railroad Bill*," *Journal of American Folklore Review*, December 2015.

"Review of *Herman Frasch - The Sulphur King*" by Russell Keene, for *Louisiana History: The Journal of the Louisiana Historical Association*

*Explore Phantom Black Dogs. Journal of Folklore Research Review* (Summer 2007).

#### MOST RECENT INVITED PRESENTATIONS

"Scalawags, Smugglers, and 19<sup>th</sup> Century Capitalism," Ione P. Burden Symposium, Keynote address, LSU Rural Museum, Baton Rouge, January 2024.

"Naming the Chenier Plain." Fellows Lecture, Center for History and Culture Upper Gulf Coast, November 2023, Beaumont.

*Finding Myself Lost in Louisiana—Readings*

Louisiana Book Festival—October 2023

McNeese State University Honors College—November 2023

Banners Culture Series, Historic City Hall—March 2023

NEA Grant—The Coast of Cameron, Community Roundtable, Central Library, October 2023, Lake Charles, LA.

“Folk Outlaws in Louisiana,” Keynote Address, 13<sup>th</sup> Annual Louisiana Studies Conference, September 2022.

One of five invited panelists, for LEH’s “The State We’re In.” 2022. One of five invited panelists, for LEH’s “The State We’re In,” Statewide broadcast out of New Orleans, Introduction by Former Senator Willie Mount

Appearance in Louisiana’s No Man’s Land documentary, LPB, March 2022.

Interviewed by Partisan Gardens, national podcast (<http://www.partisangardens.org/podcast/june-2021-the-earthbound-farmers-almanac/>)

“Folk Practices of Cemeteries” Annual Meeting of National Death Care Association, Preliminary Address, New Orleans, October 2018

CSPAN2, “Maude Reid,” September 2018

CSPAN2, “Jean Laffite,” September 2018

*Legendary Louisiana Outlaws: The Villains and Heroes of Folk Justice*,” State Museum of Louisiana, Baton Rouge, February 2019

*Legendary Louisiana Outlaws: The Villains and Heroes of Folk Justice*,” Civil War Roundtable, Alexandria, Louisiana, May 2019

INVITED INTERNATIONAL PRESENTATIONS

“Louisiana French and Contemporary Louisiana Poets” Conference on Bicultural Literature/Colloque Sur La Littérature Biculturelle. L’ Institut Français, London (December 2010)

“Masculinity and Festival and Scholarly in Louisiana’s Neutral Strip.” Slide Presentation and Lecture, American Folklore Society Annual Meeting, Quebec City, Quebec, (October 2007)

MOST RECENT CONFERENCE PRESENTATIONS

“Report on NEA Grant progress,” Conference Presentation, Louisiana Folklore Society Annual Meeting, Hammond, March 2024.

Conference Presentation, “The Place Name Legend of Pccan Island,” SCMLA October 2022, Austin, TX

Conference Presentation, “Healing Landscapes of Louisiana,” SCLA October 2022, Houston, TX

PROFESSIONAL POSITIONS

Chief Editor, Jan. 2013-Dec. 2018, *Louisiana Folklore Miscellany*, Journal, Published by Louisiana Folklore Society.

Past President, Louisiana Folklore Society.

### PROFESSIONAL SERVICES

Writer, \$20,000, interpretive panels for Myths and Legends Scenic Byways, +\$300,000 grant, Five Parishes West, (January 2014 – June 2014)

Ambassador for former Lieutenant Governor Jay Dardenne, presentation of award to Robert Caldwell for his work in preserving the traditional practices of the Choctaw-Apache in Louisiana.

Consultant; Cameron Parish Library Rebirth PL grant

Consultant, LEH Oral History project, Hurricane Harvey Emergency Response

Lead Trainer, LEH Waterways Film trainer, Zoom, April 2021, consultant fee

### OTHER AWARDS

"Love Apples" and other poems, finalist, 2016 Tennessee Williams Festival Poetry Prize

*Fortune of Rags*, manuscript, semifinalist for 2013 Berkshire Prize by Tupelo Press

"Wayfinding," "Coffin Spoons," and "The Burden of July" Top 5 Finalist, 2010 Tennessee Williams Prize, \$75 prize

*Fortune of Rags—Poetry Series*, 2009, finalist, LEH Artist Fellowship (\$5,000 Fellowship Award suspended due to budget cuts)

\$3,800 Alumni Faculty Development Award, McNeese Alumni Association (March 2010–Dec. 2010)

Numerous Endowed Professorships

### SELECTED ADMINISTRATIVE AND SERVICE ACTIVITIES

Chair, Louisiana Board of Regents Universal Transfer Pathways for ENGL, 2023

Editor, 2023 SACS University Accreditation Report

Louisiana Board of Regents BOR Gateway Pathways McNeese Leadership Team, Baton Rouge (December 2024)

ENFL Transfer Advisor, @ 30 candidates pursuing BA in English; (August 2021 – 2024)

Program Coordinator for BA in English, 2018-2022

Compiler of assessment Progress Report for the B.A. in English Education

Coordinator of English M.A. Degree Program (August 2006 – 2013)

Compiler of Master Plan/Progress Report for the M.A. in English, (January 2006–2013)

Advisor, @ 50-75 candidates pursuing B.A. in English Education and Foreign Language Education, (August 2002 – 2008)

Compiler of assessment Progress Report for the B.A. in English Education (2002-2008)

Committee Member; Steering Committee for NCATE accreditation, (2002 – 2004)

Committee Chair; Conceptual Framework Committee for NCATE accreditation, (2002 – 2004)

Editor; Editing Committee for NCATE accreditation, (June 2004 – August 2004)

Chair, McNeese Assessment Team, (February 2005 – October 2005)

Served as committee member; Exhibit Room Committee for NCATE accreditation, (2002 – 2004)

Committee member, Grade Appeals Committee, (August 2004 – 2010)

Member, Faculty Senate, (May 2002 – 2008)

Member, Faculty Senate Academic Affairs Committee, (May 2002 – 2008)

Member, Faculty Senate Ad Hoc Committee, (December 2003)

Committee Member, General Education Task Force, (2002-2003)

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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.7.**      **Northwestern State University's** request for approval to continue the appointment of Dr. Aimee Badeaux as Interim Dean of the College of Nursing and School of Allied Health effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to continue the appointment of Dr. Aimee Badeaux as Interim Dean for the College of Nursing and School of Allied Health effective July 1, 2024 at an annual salary of \$240,377. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University's request for approval to continue the appointment of Dr. Aimee Badeaux as Interim Dean for the College of Nursing and School of Allied Health effective July 1, 2024.*



*Office of the President*

May 23, 2024

Rick Gallot, President  
University of Louisiana System  
1201 North Third Street, 7-300  
Baton Rouge, LA 70802

Re: Continuation of Appointment of Dr. Aimee Badeaux as Interim Dean, College of Nursing and School of Allied Health

Dear President Gallot:

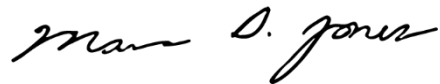
Northwestern State University is requesting the following item be placed on the agenda for approval at the February 2024 Board Meeting.

*Continuation of Appointment of Dr. Aimee Badeaux as Interim Dean of the College of Nursing and School of Allied Health at an annual salary of \$240,377 for the period July 1, 2024 - June 30, 2025.*

Please find attached Dr. Badeaux's current vitae.

Thank you for your consideration of this request.

Sincerely,



Dr. Marcus Jones  
President

Attachment

# Aimee L. Badeaux, PhD, CRNA, APRN, CNE

1800 Line Avenue  
Shreveport, LA 71101  
318-677-3139  
[badeauxa@nsula.edu](mailto:badeauxa@nsula.edu)

## EDUCATION

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- Doctor of Philosophy, Curriculum and Instruction*** **2015**  
*Dissertation: "A Science Education Study Using Visual Cognition and Eye Tracking to Explore Medication Selection in the Novice versus Expert Nurse Anesthetist"*  
Louisiana State University, Baton Rouge, LA
- Master of Science in Nurse Anesthesia*** **2007**  
Franciscan Missionaries of Our Lady University, Baton Rouge, LA
- Bachelor of Science in Nursing*** **2002**  
Louisiana State University Health Sciences Center, New Orleans, LA

## PROFESSIONAL EXPERIENCE

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- Interim Dean, College of Nursing and School of Allied Health** **2/2024-present**  
Northwestern State University of Louisiana, Shreveport, LA

Full-time, 12-month administrative faculty member; with oversight of eight academic degree programs and four certificate programs. Rank of Associate Professor on tenure-track.

### *Duties*

- Provides leadership for the College of Nursing and School of Allied Health.
- Articulates a leadership vision and strategic plan for evaluating the academic programs and curriculum in collaboration with the College of Nursing and School of Allied Health with the program committees, faculty, staff, and students.
- In collaboration with CONSAH stakeholders, establishes needs and priorities of the CONSAH.
- Initiates relationships with and engages healthcare organizations to develop collaborative initiatives, including practice and teaching models.
- Participates in the management of campus operations and resources and works with university personnel in establishing priorities in the allocation of available resources.
- Responsible for the development and management of CONSAH budget in support of faculty, adjunct faculty, staff, and students.
- Supports educational innovation and instruction methodology, with a continuous quality approach to evaluation of program effectiveness.
- Serves as a role model for scholarship in clinical or educational research including evidence-based guidelines, quality improvement, and other projects, and dissemination of results through manuscripts and presentations.

- Director of Doctoral Studies; Nurse Anesthesia Program Coordinator** **1/2020-2/2024**  
Northwestern State University of Louisiana, Shreveport, LA

Full-time, 12-month faculty member of the College of Nursing and School of Allied Health with administrative oversight of the Doctor of Nursing Practice degree program to include all personnel, curriculum, advising, evaluation, equipment, and facilities. Rank of Associate Professor on tenure-track.

### *Duties*

- Oversight of all DNP Program concentrations including Organizational Systems Leadership and Nurse Anesthesia.
- Responsible for the development and management of DNP Program budget in support of faculty, adjunct faculty, staff, and students.
- Initiates relationships with and engages healthcare organizations to develop collaborative initiatives, including practice and teaching models.
- Coordinates faculty practice activities, including recruitment, contracts, and practice agreements for faculty members and supports professional development.
- In collaboration with Program stakeholders, establishes needs and priorities of the Program.
- Provides academic advising to DNP students relative to didactic and scholarly project progression.
- Designs and implements curricular initiatives, supporting educational innovation and instruction methodology, with a continuous quality approach to evaluation of program effectiveness.
- Serves as a role model for scholarship in clinical or educational research including evidence-based guidelines, quality improvement, and other projects, and dissemination of results through manuscripts and presentations.

### *Accomplishments*

- Author and Team Leader of Doctor of Nursing Practice Program's Louisiana State Board of Nursing substantive change prospectus leading to the Program's addition of BSN-DNP Nurse Anesthetist Role/Population to DNP program offerings.
- Authored Program's COA capability study, resulting in capability review status for BSN-DNP NA program in Summer 2020.
- Co-authored Program's COA self-study for initial program accreditation and coordinated virtual accreditation tour library in Summer 2020/Fall 2020, resulting in accreditation of Nurse Anesthesia Program in May 2021.
- Co-authored Program's COA distance education application, resulting in distance education approval of Nurse Anesthesia Program in May 2021.
- Authored Program's CCNE Substantive Change Report in Spring 2021, resulting in approval.
- In collaboration with CONSAH leadership, established 17 nurse anesthesia clinical sites, focusing on full scope of practice opportunities and CRNA-only practice models for student learners in Rural LA.

### **Program Director, Nurse Anesthesia**

**2014- 12/2019**

Franciscan Missionaries of Our Lady University, Baton Rouge, LA

Full-time, 12-month faculty member of the School of Nursing with administrative oversight of the Program to include all personnel, curriculum, advising, evaluation, equipment, and facilities. Rank of Associate Professor.

### *Duties*

- Directed the Nurse Anesthesia Program, including providing programmatic leadership and direct supervision of faculty and staff, providing diverse learners with the knowledge and skills necessary to deliver safe, equitable and evidence-based patient-centered care at the highest level of advanced nursing practice.
- Responsible for the development and management of a \$1,500,000.00 budget in support of 8 full time faculty, 20 adjunct faculty, 1 staff member and over 100 graduate nurse anesthesia students.
- Coordinated faculty practice activities, including recruitment, contracts, and practice agreements for faculty members and supports professional development.
- Provided academic advising to anesthesia students relative to didactic, clinical, and scholarly project progression.
- Designed and implemented curricular initiatives, supporting educational innovation and instruction methodology, with a continuous quality approach to evaluation of program effectiveness.

- Served as a role model for scholarship in clinical or educational research including evidence-based guidelines, quality improvement, and other projects, and dissemination of results through manuscripts and presentations.

#### *Accomplishments*

- In conjunction with program stakeholders, developed strategic plan for Program in congruence with School of Nursing and University strategic initiatives in 2018.
- Proven record of accreditation oversight as author of University's SACSCOC substantive change prospectus and hosted the substantive change onsite visit, leading to the University's elevation to a Level V degree granting institution in 2015.
- Authored Program's COA self-study and hosted an onsite review that resulted in a maximum 10-year reaccreditation of the Program in 2018.
- Obtained eight clinical sites, focused on rural and medically underserved populations, with full scope of practice opportunities for student learners.
- Collaborated with Program alumni in developing a scholarship fund allowing current students to attend mission trips in Peru.

#### **Assistant Program Director, Nurse Anesthesia**

**2012 - 2014**

Franciscan Missionaries of Our Lady University, Baton Rouge, LA

Full-time, 12-month faculty member of the School of Nursing, responsible for assisting the Program Director in the areas of curriculum development, implementation, and evaluation of the Program. Rank of Assistant Professor.

#### *Duties*

- Assisted in developing student learning outcomes, utilizes peer review and coaching, and provides classroom and clinical instruction.
- Participated in the admissions process of the nurse anesthesia program and provided counseling to students involved in clinical incidents and develops appropriate remediation plan and disciplinary actions.
- Participated in local, state and national professional organizations. Participated in community groups and organizations as related to the College Mission and participated in committee work at the Program, School and University level.
- Presented at local, state, and national professional conferences, assisted with soliciting grants for the program.

#### **Faculty Member, Nurse Anesthesia**

**2009- 2012**

Franciscan Missionaries of Our Lady University, Baton Rouge, LA

Full-time, 12-month faculty member of the School of Nursing with teaching, service, and scholarship duties. Rank of Instructor.

#### *Duties*

- Prepared instruction that reflects stated course student learning outcome and constructed classroom materials to support the goals of all courses.
- Prepared thoroughly for each instructional hour, instructed and guided classes in an effective manner.
- Advised students through feedback, coaching, remediation, and engagement.
- Maintained accurate records of student work and attendance and posted grades in a timely manner.
- Implemented curriculum and instructional interventions.
- Participated in program and course assessment activities, while assessing student learning.
- Actively participated in professional organizations, scholarly activities, and University committees

#### **Anesthesia Group Administrator, Consultant**

**1/2023- 9/2023**

Capital City Anesthesia Group, Baton Rouge, LA

Actively directs, maintains leadership authority, and accountability for administration of Capital City Anesthesia Group. Oversees the management of all Anesthesia Group operations, assigning roles to personnel when needed. Ensures that operations are compliant with institutional, state, and federal requirements. Responsible for risk management at the department level, protecting the interests of the Anesthesia Group and Medical Center. Coordinates communications, events, and other activities within the Anesthesia Group.

**Certified Registered Nurse Anesthetist, PRN**  
Sanchez Plastic Surgery Center, Baton Rouge, LA

**2019- Present**

Provides general, regional, monitored anesthesia care and local anesthesia for a variety of surgical procedures as an independent anesthesia provider. Practices approximately 6-10 hours per week.

**Certified Registered Nurse Anesthetist, PRN**  
Lake Surgery Center, Baton Rouge, LA

**2011- Present**

Provides general, regional, monitored anesthesia care and local anesthesia across the lifespan for a variety of surgical procedures in collaboration with anesthesia team. Practices approximately 6-10 hours per week.

**Certified Registered Nurse Anesthetist, Staff, PRN**  
Anesthesiology Group Associates, Baton Rouge, LA

**2008- Present**

Provides general, regional, monitored anesthesia care and local anesthesia across the lifespan for a variety of surgical procedures in collaboration with anesthesia team. From 2010-present, practices approximately 6-8 hours per week.

**Registered Nurse, Staff**  
Ochsner Clinic Foundation, New Orleans, LA

**2003- 2005**

Provided critical care management of a diverse population of medical and surgical patients, including pre- and post-transplant patients in 32 bed Medical/Surgical Intensive Care Unit

## **PRESENTATIONS**

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Badeaux, A (2022, April). *Methadone Use in the Perioperative Setting*. Peer Reviewed Podium Presentation at French Quarter Festival Anesthesia Update 2022, Louisiana.

Badeaux, A (2022, April). *Emotional Intelligence in the Operating Room*. Peer Reviewed Podium Presentation at French Quarter Festival Anesthesia Update 2022, Louisiana.

Badeaux, A (2022, April). *Nuances of Plastic Surgery Anesthesia*. Peer Reviewed Podium Presentation at French Quarter Festival Anesthesia Update 2022, Louisiana.

Badeaux, A (2022, April). *Expert Panel: Q&A*. Invited Podium Presentation at French Quarter Festival Anesthesia Update 2022, Louisiana.

Badeaux, A. (2019, November). *Navigating Psychometrics with Computer-Based Testing*. Invited one-hour webinar, ExamSoft, National.

Badeaux, A. (2019, June). *Prepping for boards: Mock board deployment in Examsoft*. Peer reviewed podium presentation at ExamSoft Assessment Conference, Canada.

Badeaux, A. (2019, June). *Assessing the applicant for admission: ExamSoft can assist!* Peer reviewed podium presentation at ExamSoft Assessment Conference, Canada.

Badeaux, A. (2019, March). *Exam item development and analysis in graduate nursing education*. Invited one hour webinar, ExamSoft, National.

Badeaux, A. (2018, October). *Exam item development and analysis in graduate nursing education*. Invited Podium Presentation at Assessment on Tour, ExamSoft.

Badeaux, A. (2018, June). *Exam item development and analysis in graduate nursing education*. Peer Reviewed Podium Presentation at ExamSoft Assessment Conference, Florida.

Badeaux, A. (2018, June). *Degree program graduate outcome attainment assessment process via ExamSoft*. Peer Reviewed Podium Presentation at ExamSoft Assessment Conference, Florida.

Badeaux, A. (2018, May). *Check, check, check in the nurse anesthesia lab*. Invited one-hour webinar, ExamSoft, National.

Badeaux, A. (2017, June). *Check, check, check in the nurse anesthesia lab*. Peer Reviewed Podium Presentation at ExamSoft Assessment Conference, Colorado.

Badeaux, A. (2016, April). *Visual cognition and eye-tracking and medication selection in nurse anesthetists*. Poster presentation at Research and Scholarship Showcase at Our Lady of the Lake College, Louisiana.

Badeaux, A. (2015, October). *A science education study using visual cognition and eye-tracking to explore medication selection in novice versus expert nurse anesthetists*. Podium presentation at fall meeting of Louisiana Association of Nurse Anesthetists, Louisiana.

Badeaux, A. (2012, October). *Gorillas in our midst: Seeing visual cognition in medication errors*. Podium presentation at fall meeting of Louisiana Association of Nurse Anesthetists, Louisiana.

Badeaux, A. (2010, October). *Show me the evidence: Infusing evidenced based practice into an anesthesia curriculum*. Podium presentation at fall meeting of Louisiana Association of Nurse Anesthetists, Louisiana.

Badeaux, A. (2007, September). *Propofol infusion syndrome*. Podium presentation at fall meeting of Louisiana Association of Nurse Anesthetists, Louisiana.

Badeaux, A. (2007, April). *Blood gas analysis*. Paper presented at morbidity and mortality meeting of Our Lady of the Lake Hospital Anesthesia Department, Louisiana.

Badeaux, A. (2007, November). *Techniques to facilitate orogastric tube placement*. Paper presented at morbidity and mortality meeting at Our Lady of the Lake Hospital Anesthesia Department, Louisiana.

## **HONORS AND AWARDS**

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Northwestern State University, Educator of the Year, 2021-2022.

Baton Rouge District Nurses Association, Celebrate Nursing Advanced Practice Nurse Award Recipient, 2015.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Loan Repayment Recipient, 2013.

American Association of Nurse Anesthetists Doctoral Fellowship, 2012.

U.S. Department of Health and Human Services Human Resources and Services Administration Faculty Loan Repayment Recipient, 2010.

Our Lady of the Lake College Distinguished Alumni, 2009.

JSM Louisiana Anesthesia Scholarship Recipient, 2007.

American Association of Nurse Anesthetists, Sponsored Student, Annual Fall Meeting and Assembly of School Faculty, 2007.

Louisiana Association of Nurse Anesthetists, Sponsored Student, Mid-Year Assembly, 2007.

Louisiana Association of Nurse Anesthetists Outstanding Student Nurse Anesthetist Award, 2007.

## **GRANTS AND FUNDING**

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Louisiana Board of Regents, Rapides Women's and Children's Hospital Endowed Professorship, Endowed Professorship Recipient; Funded \$10,139.00; 2023-2024.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Principal Investigator; Author "Preparing the Student Nurse Anesthetist for Practice in Rural America and to Care for Vulnerable Populations"; Funded \$231,769; 2023-2027.

Louisiana Board of Regents, Rapides Women's and Children's Hospital Endowed Professorship, Endowed Professorship Recipient; Funded \$9,543.00; 2022-2023.

GE Healthcare, Principal Investigator, Author "Northwestern State University Equipment Grant to Enhance Community-Partnered Anesthesia Simulation Laboratories", Requested \$250,000; Not funded.

Louisiana Board of Regents, CJ. Dudley Talbot Endowed Professorship, Endowed Professorship Recipient; Funded \$8,219.00; 2021-2022.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Principal Investigator; Author "Preparing the Student Nurse Anesthetist to Address Substance Use Disorder in Rural America"; Funded \$35,412; 2019.

Louisiana Board of Regents, Sr. Althea Jonis Endowed Professorship, Author, "Purchase YOU at College (YOU) Application for Student Use at FRANU", Funded \$26,200; 2019-2021.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Principal Investigator; Author "Preparing the Student Nurse Anesthetist to Address Substance Use Disorder in Rural America"; Funded \$93,896; 2018.

Louisiana Board of Regents, Graduate Scholarships, Author, "Preparing Nurse Anesthesia Students for Clinical Practice", Funded \$270,000; 2018-2020.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Principal Investigator; Author "Preparing the Nurse Anesthesia Student for Practice in Rural and Medically Underserved America"; Funded \$36,500; 2017.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Principal Investigator; Author "Preparing the Nurse Anesthesia Student for Practice in Rural and Medically Underserved America"; Funded \$36,972; 2016.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Principal Investigator; Co-writer "Preparing the Nurse Anesthesia Student for Practice in Rural and Medically Underserved America"; Funded \$43,700; 2015.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Co-writer "Preparing Student Registered Nurse Anesthetists for Rural Practice in Nurse Anesthesia"; Funded \$45,557; 2014.

U.S. Department of Health and Human Services Human Resources and Services Administration Nurse Anesthesia Traineeship Grant, Co-writer "Increasing Preparedness in Rural and Underserved Settings"; Funded \$36,785; 2012.

American Association of Nurse Anesthetists Doctoral Fellowship, Recipient; Funded \$10,000; 2012.

## **PROFESSIONAL MEMBERSHIPS**

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American Association of Nurse Anesthetists

American Nurses Association

Golden Key International Honor Society

Louisiana Association of Nurse Anesthetists  
Louisiana State Nurses Association  
National Honor Society of Phi Kappa Phi  
Sigma Theta Tau Nursing Honor Society, Epsilon Nu Chapter

## **ACADEMIC SERVICE**

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### **Northwestern State University**

- College of Nursing and School of Allied Health, Administrative Council, Member, 2020-present
- College of Nursing and School of Allied Health, Administrative Council Graduate Ad Hoc Committee, Member, 2020-present
- College of Nursing, Advisory Council, Member, 2020-present
- College of Nursing and School of Allied Health, Assessment and Evaluation Committee, Member and Recorder, 2020-present
- College of Nursing, DNP Program and Curriculum Committee, Chair, 2020- present
- College of Nursing, Policy Committee, Member, 2020-2022; Vice Chair, 2021-2022; Chair 2022-present
- College of Nursing, Sub-administrative Council, Member, 2020-2021
- College of Nursing, Nurse Anesthesia Program Assistant Program Director Search, Chair, 2020
- College of Nursing, DNP CRNA Faculty Member Search, Chair, 2021
- College of Nursing, CONSAH Statistician Search, Member, 2021
- College of Nursing, Senior Director of Nursing Search, Member, 2021

### **Franciscan Missionaries of Our Lady University**

- College Sponsored Professional Development, “How People Learn”, Member, 2015
- College Sponsored Professional Development, “Ready to Publish”, Member, 2013-2014
- Distance Education Work group, Member, 2015-2018
- Doctor of Nursing Practice Committee, Member, 2013-2016
- Educational Policy and Curriculum Committee, Member, 2010-2012
- Fete des Fideles Committee, Member, 2018-2019
- Graduate Council, Chair, 2015-2017; Member 2017-2019
- Graduation Committee, Member 2017-2019
- Institutional Assessment Committee, Member, 2013-2014
- Family Nurse Practitioner Program Director Search Committee, Chair, 2016
- Family Nurse Practitioner Program Faculty Member Search Committee, Chair, 2016
- Nurse Anesthesia Program Admission Committee, Member, 2009-2019
- Nurse Anesthesia Program Assistant Program Director Search, Chair, 2018-2019
- Nurse Anesthesia Program Faculty Search, Chair, 2019
- Nurse Anesthesia Program Community Advisory Committee, Member, 2009- 2019
- Nurse Anesthesia Program Curriculum Committee, Chair, 2013-2019
- Promotion in Rank Revision Committee, 2018-2019
- Research and Scholarship Committee, Member, 2015-2019
- School of Nursing Admission and Progression Committee, Member 2014-2016
- School of Nursing Assembly Committee, Member, 2009-2019
- School of Nursing Assessment and Evaluation Committee, Member, 2013-2016
- School of Nursing Program Advancement Committee, Member, 2013-2017
- School of Nursing Curriculum Committee, Member, 2014-2016
- School of Nursing Dean’s Council, Member, 2013-2019
- School of Nursing Faculty Development Committee, Member, 2014-2016
- School of Nursing Graduate Nursing Committee, Chair, 2013-2019



- Vice President of Academic Affairs Search Committee, Member, 2014

#### **Our Lady of the Lake Regional Medical Center**

- Anesthesia Operations Committee, Member, 2012-2017
- Nursing Research Council, Member, 2016-2019
- Surgical Services Committee, Member, 2014-2017

### **PROFESSIONAL ORGANIZATION SERVICE**

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#### **American Association of Nurse Anesthesiologists**

- State Organizational Development Committee, Member, 2023-2025

#### **Council on Accreditation of Nurse Anesthesia Educational Programs**

- Team Onsite Reviewer, 2020-present

#### **Louisiana Association of Nurse Anesthetists**

- Past President and BOD Advisor, 2016-2018
- President, 2015-2016
- President-Elect, 2014-2015
- Board of Director, 2008-2009, 2011-2012
- Vice President, 2012-2014
- Audit Committee, 2008-2011
- Bylaws Committee, 2009-2011
- Communications Committee 2012- 2016
- Editor in Chief of LANAScope, 2012-2014
- Political Action Committee, 2008-2011; 2019-present
- Program Committee, 2008-2016; Chair 2012-2014

#### **Louisiana Council of Administrators of Nursing Education**

- Member, 2013-2019, 2020-present

### **COMMUNITY SERVICE**

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#### **Louisiana State Board of Nursing**

- Volunteer, 2000-present

#### **Louisiana Volunteers in Action**

- Volunteer, 2020-present

#### **Episcopal School of Baton Rouge**

- Volunteer, 2020-present

#### **St. George Catholic School**

- Volunteer, 2014-2020

#### **Baton Rouge Soccer Club**

- Volunteer, 2021-present

### **LICENSURE AND CERTIFICATIONS**

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#### **Licensure**

- Advanced Practice Registered Nurse, Louisiana,
- Registered Nurse, Louisiana

#### **Certifications**

- Certified Nurse Educator

- Certified Registered Nurse Anesthetist
- Advanced Cardiac Life Support
- Basic Cardiac Life Support
- Pediatric Advanced Life Support
- JBI Certified Systematic Reviewer
- EQI 2.0 and 360 Certified Coach
- Applying the Quality Matters Rubric Reviewer

## DOCTORAL PROJECTS, MAJOR PROFESSOR

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- Adams, Dwight. (2023). *The Inclusion of a Standardized Dentition Assessment Tool to Increase Preoperative Dentition Documentation*.
- Bajon, Michelle. (2017). *Esmolol Use for Perioperative Pain Management: An Evidence-Based Teaching Plan*.
- Batiste, Alexis. (2019). *The Effects of Cognitive Aid Use During Malignant Hyperthermia Simulation on Self-Efficacy in Student Registered Nurse Anesthetists*.
- Boggs, Ander. (2019). *Opioid-Free Anesthesia Techniques during Laparoscopic Cholecystectomies: An Observational Study*.
- Buck, Karen (2022). *Standardizing OB Triage Acuity Assignments: A Quality Improvement Project*.
- Burke, Kylie. (2018). *Identification of Patients with Opioid Use Disorder in the Electronic Medical Record*.
- Espirit, Kerry. (2018). *Minimizing Desaturation during Induction of General Anesthesia: Application of Apneic Oxygenation during Direct Laryngoscopy for Obese Clients*.
- Faia, Claire. (2018). *International Clinical Experience Policy for a Nurse Anesthesia Program*.
- Hatcher, Janae' (2019). *The Effects of Local Anesthetic Systemic Toxicity High-Fidelity Simulation with Cognitive Aid Use on Self-Efficacy Among Second-Year Student Registered Nurse Anesthetists*.
- Holcombe, Pamela (2022). *A Retrospective Study of the Military Medic-Paramedic Program at a State University*.
- Husted, Alex. (2023). *Evaluating the Efficacy of the Erector Spinae Plane Block in Postoperative Pain Management for Patients Undergoing Thoracotomy Procedures*.
- LeBlanc, Selleck. (2019). *High-Fidelity Simulation of Venous Air Embolism and its Effect on Perceived Anxiety on the Student Registered Nurse Anesthetist*.
- Lehmann, Lisa (2022). *Implementation of Clinical Guideline Protocols in the Emergency Department to Improve Care for Sexual Assault Patients*.
- McConnell, Jarred. (2018). *Development of an Opioid Free Anesthesia Guideline*.
- McLendon, John. (2018). *Intravenous Lidocaine Use with Tracheal Intubation*.
- Minervini, Steven. (2019). *Ultrasound Evaluation of Gastric Fluid Volume after Chewing Gum: A Pilot Study*.
- Musso, Brittany. (2017). *Anesthetic Practices for Bronchial Thermoplasty*.
- Nguyen, Baochau. (2019). *The Effects of Sugammadex for Neuromuscular Blockade Reversal: An Observational Study*.
- Pilcher, Kristen. (2017). *Effectiveness of Pediatric Anxiety Reduction with the Use of Smart Devices during Induction of Anesthesia: A Mixed Methods Observational Study*.
- Richardson, Matthew. (2017). *Ensuring a Successful Healthcare Policy Implementation*.
- Robichaux, Bridget. (2020). *Decreasing Emergency Department Crowding: The Implementation of a Charge Support Position*.

- Sepulvado, Jarred. (2023). *Integration of the Apfel Standardized Risk Score (SRS) to Improve the Identification and Documentation of Patients at Risk for Postoperative Nausea and Vomiting.*
- Serdena, Nicole. (2019). *Assessment of Trends in the Anesthetic Management of Surgical Patients Who Have Received Ketamine Infusion Treatments.*
- Stevens, Will. (2017). *Anesthetic Approach for Pediatric Spine Surgery.*
- Sudduth, Emily. (2019). *High-Fidelity Simulation: Intra-operative Anaphylaxis and Visual Cognitive Aid Use.*
- Thomason, Megan. (2018). *Reversal of Neuromuscular Blockade with Suggamadex.*
- Tujague, Laken. (2019). *Effects of Cognitive Aids during High-Fidelity Simulation on SRNA Self-Efficacy in the Management of Amniotic Fluid Embolism.*
- Vreeland, Brooke. (2018). *Cultivating Self-Efficacy: Shaping a Peer-Mentorship Program for Student Registered Nurse Anesthetists.*
- Windham, Steffany. (2022). *Congenital Syphilis: Problems with Preventive Practice- A Quality Improvement Project.*
- Yeager, Kari. (2021). *Implementation of IHI Self-Management Support Toolkit in Rural Louisiana.*

## **COURSES TAUGHT (PREVIOUS 5 YEARS)**

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### **2023-2024**

- NURG 7010, DNP Scholarly Project Practicum I
- NURG 7011, DNP Scholarly Project Practicum II
- NURG 7012, DNP Scholarly Project Practicum III
- NURG 7015, Professional Role of the Advanced Practice Nurse
- NURG 7028, Nurse Anesthesia Clinical Practicum VI
- NURG 7029, Professional Role of the Nurse Anesthetist

### **2022-2023**

- NURG 7010, DNP Scholarly Project Practicum I
- NURG 7011, DNP Scholarly Project Practicum II
- NURG 7012, DNP Scholarly Project Practicum III
- NURG 7015, Professional Role of the Advanced Practice Nurse
- NURG 7021, Nurse Anesthesia Clinical Practicum I
- NURG 7022, Principles of Anesthesia Practice III
- NURG 7023, Nurse Anesthesia Clinical Practicum II
- NURG 7025, Nurse Anesthesia Clinical Practicum III
- NURG 5700, Methods of Clinical Nursing Assessment

### **2021-2022**

- NURG 7010, DNP Scholarly Project Practicum I
- NURG 7011, DNP Scholarly Project Practicum II
- NURG 7012, DNP Scholarly Project Practicum III
- NURG 7017, Principles of Anesthesia Practice I
- NURG 7020, Principles of Anesthesia Practice II
- NURG 7021, Nurse Anesthesia Clinical Practicum I
- NURG 7022, Principles of Anesthesia Practice III
- NURG 7023, Nurse Anesthesia Clinical Practicum II
- NURG 5700, Methods of Clinical Nursing Assessment

## **2020-2021**

- NURG 7000, Scientific Underpinnings for Practice
- NURG 7011, DNP Scholarly Project Practicum II
- NURG 7012, DNP Scholarly Project Practicum III
- NURG 7015, Professional Role of the Advanced Practice Nurse
- NURG 5700, Methods of Clinical Nursing Assessment

## **2019-2020**

- ANES 7380, Anesthesia Senior Seminar
- ANES 7720, Clinical Practicum II
- ANES 7750, Clinical Practicum V
- ANES 7800, DNP Project
- NURS 7370, Translational Research

## **PROFESSIONAL DEVELOPMENT**

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- American Association of Nurse Anesthetists, Annual Congress, Seattle, 2023.
- American Association of Nurse Anesthetists, Assembly of Didactic and Clinical Educators, Texas, 2023.
- American Association of Nurse Anesthetists, Annual Congress, Illinois, 2022.
- AACN Webinar Series, The Essentials Update, Virtual, 2021.
- American Association of Nurse Anesthetists, Annual Congress, Virtual, 2021.
- Council on Accreditation for Nurse Anesthesia Educational Programs, Onsite Reviewer Workshop, Virtual, 2021.
- American Association of Nurse Anesthetists, Assembly of Didactic and Clinical Educators, Virtual, 2021.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2020.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2019.
- American Association of Nurse Anesthetists, Annual Congress, Illinois, 2019.
- American Academic Leadership Institute, Senior Leadership Academy, 2018-2019
- American Association of Nurse Anesthetists, Assembly of Didactic and Clinical Educators, Texas, 2019.
- Southern Association of Colleges and Schools Commission on Colleges, Annual Meeting, Louisiana 2018.
- Council on Independent Colleges, Institute for Chief Academic Officers, Missouri, 2018.
- American Association of Nurse Anesthetists, Educator Series, 2018.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2016.
- American Association of Nurse Anesthetists, Annual Congress, Washington DC, 2016.
- American Association of Nurse Anesthetists, Mid-Year Assembly, Washington, DC, 2016.
- Council on Accreditation for Nurse Anesthesia Education Programs, Self-Study Workshop, Texas, 2016.
- American Association of Nurse Anesthetists, Assembly of School Faculty, Texas, 2016.
- American Association of Nurse Anesthetists, Spokesperson Training for State Association Leaders, Illinois, 2015.
- American Association of Nurse Anesthetists, Fall Leadership Academy, Illinois, 2015.
- Our Lady of the Lake College Nurse Anesthesia Program, Second Annual Graduate Nursing Research Day, Louisiana, 2015.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2015.
- American Association of Nurse Anesthetists, Annual Congress, Utah, 2015.
- American Association of Nurse Anesthetists, Mid-Year Assembly, Virginia, 2015.
- Council on Accreditation of Nurse Anesthesia Education Programs, New Program Administrator's Workshop, Illinois, 2015.
- American Association of Nurse Anesthetists, Assembly of School Faculty, Louisiana, 2015.
- Our Lady of the Lake College Nurse Anesthesia Program, Nurse Anesthesia Student Research and the 3 C's, Louisiana, 2014.

- American Association of Nurse Anesthetists, Fall Leadership Academy, Illinois, 2014.
- Mississippi and Louisiana Association of Nurse Anesthetists, Summer Meeting, Louisiana, 2014.
- American Association of Nurse Anesthetists, Assembly of School Faculty, California, 2014.
- American Association of Nurse Anesthetists, Developing the Capstone Process, California, 2014.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2013.
- Louisiana Association of Nurse Anesthetists, Annual Spring Meeting, Louisiana, 2013.
- Louisiana Association of Nurse Anesthetists, Strategy Governance: A Seminar for CRNA Leaders of State Organizations, Louisiana, 2013.
- American Association of Nurse Anesthetists, Fall Leadership Academy, Colorado, 2012.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2012.
- American Association of Nurse Anesthetists, Annual Meeting, California, 2012.
- Louisiana Association of Nurse Anesthetists, Annual Spring Meeting, Louisiana, 2012.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2011.
- American Association of Nurse Anesthetists, Annual Meeting, Massachusetts, 2011.
- Louisiana Association of Nurse Anesthetists, Annual Spring Meeting, Louisiana, 2011.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2010.
- Louisiana Association of Nurse Anesthetists, Annual Spring Meeting, Louisiana, 2010.
- American Association of Nurse Anesthetists, Assembly of School Faculty, Texas, 2010.
- American Association of Nurse Anesthetists, Item Writer Workshop, Texas, 2010.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2009.
- Louisiana Association of Nurse Anesthetists, Fall Meeting, Louisiana, 2008.
- Louisiana Association of Nurse Anesthetists, Annual Spring Meeting, Louisiana, 2008.

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

**PERSONNEL COMMITTEE**

**June 13, 2024**

**Item J.8.**      **Southeastern Louisiana University's** request for approval to appoint Dr. Claire Procopio as Dean of the College of Honors and Excellence effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Claire Procopio as Dean of the College of Honors and Excellence effective July 1, 2024 at an annual salary of \$152,000. 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 Dean of the College of Honors and Excellence effective July 1, 2024.*



J.8.

May 23, 2024

Richard J. Gallot, Jr.  
President, University of Louisiana System  
1201 N. Third Street, Suite 7-300  
Baton Rouge, Louisiana 70802

Dear President Gallot:

Southeastern recently conducted a national search to fill the position of Dean of the College of Honors & Excellence. A broad-based search committee evaluated applicants for the position consistent with System policy. The Search Committee included faculty and student advisors, an academic department head, directors of three departments in the College of Honors & Excellence, the interim Honors director and an Honors student. The committee was chaired by the Director of Sims Memorial Library. The Committee received six qualified applications for the position. Three of those applicants were selected to participate in virtual (Google Meet) interviews, and the top two candidates were invited for on-campus interviews. Please find attached a copy of the Search Committee meeting minutes, a copy of the memo from the Search Committee Chair to the Provost concerning the Committee's recommendation (candidates' strengths and weaknesses), and a copy of the position advertisement published online in HigherEdJobs, Diversity Boost of The Chronicle of Higher Education, The Advocate, and Southeastern Louisiana University's website.

Southeastern is pleased to request permission from the University of Louisiana System Board of Supervisors to appoint Dr. Claire Procopio as the Dean of the College of Honors & Excellence at an annual salary of \$152,000, effective July 1, 2024.

Dr. Procopio has been a dedicated member of Southeastern's faculty since 2005 and is a tenured Professor of Communication. She is a well-respected member of Southeastern's 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. Dr. Procopio served as Southeastern's Honors Director for over seven years. During that time, she quadrupled enrollment, implemented a mentoring program, founded the Honors Student Association and Ambassador programs, and launched the university's first living-learning communities. Dr. Procopio is a recognized and celebrated warrior for student success.

Please place this request on the agenda for the June 13, 2024 meeting of the Board of Supervisors.

Sincerely,

William S. Wainwright, Ph.D.  
President

Attachments

# Claire Hopson Procopio

1303 Student Union Annex • SLU 10489  
Hammond, LA 70402  
Phone: (225) 288-3264  
E-mail: [claire.procopio@selu.edu](mailto:claire.procopio@selu.edu)

## Professional Experience

### **Southeastern Louisiana University**

Interim Dean, College of Honors & Excellence	(March 2023 – Present)
Honors Program Director	2016 - 2023
Professor of Communication	2017 - Present
Associate Professor	2011 - 2017
Assistant Professor	2005 - 2011

### **Baton Rouge Community College**

Interim Director of Institutional Effectiveness	2004 – 2005
SACSCOC Self-Study Director and Liaison	2002 – 2005
Assistant Professor of Speech and Government	1998 – 2005

### **Indiana University**

Associate Instructor of Communication	1995– 1998
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### **Louisiana State University**

Argumentation and Debate TA and Research Fellow	1993 – 1995
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## Leadership and Management Skills

- **Strategic Leadership:** Leading the newly created College of Honors & Excellence on an interim basis, providing strategic direction to multiple departments, including the Office for First-Year Success, Academic and Career Exploration Office, the Tinsley Learning Center, and the Honors Program. Responsible for building a diverse and inclusive team of academic advisors, coaches, honors faculty, and student support personnel.
- **Staff Development:** Supported comprehensive staff development initiatives in newly created college, including a successful professional development week. Facilitated training sessions, brown bag lunch discussions, and presentations from campus offices, such as Title IX and counseling, highlighting available resources. Additionally, played a key role in introducing national leaders John Gardner and Betsy O. Barefoot to the broader campus to enrich our understanding of first-year student success. Instituted a Great Ideas for Teaching (GIFT) program, fostering a culture of continuous improvement in teaching methodologies across the staff.
- **Advising Process Enhancement and Oversight:** Manage a staff of 27 first-year experience advisors responsible for orientation advising, professional development, and improving freshman retention through high impact advising practices. Implemented improvements to the orientation advising process, resulting in a 300-student increase in year-over-year registration advising during summer 2023. Designed and oversaw advising model for 800+ Honors students (first-year to graduating seniors). Served as Undergraduate Coordinator for the Department of Languages and Communication, oversaw academic advising for 300+ majors, and ensured compliance with changing university curricular requirements.



- **Budget Management:** Responsible for the college's strategic planning and \$2.8M budget management, demonstrating adeptness in resource allocation and financial oversight. Quadrupled the Honors Program budget, secured grant money, and raised external funds to support regular student travel, showcasing effective budgeting and fundraising skills.
- **Program Development and Recruitment:** Successfully developed and managed the Honors Program, achieving substantial growth from 135 students to 800+ students through effective recruitment strategies and robust academic, service, and social programming. Developed from a small honors program to a multi-unit honors college.
- **Student Engagement and Support:** Fostered a positive academic environment by providing student support and meaningful engagement opportunities, including the establishment of honors ambassador and mentoring programs, three living learning communities, and the Honors Student Association. Launched AI chatbot to engage and support students in the areas of mental health, financial support, academic progress, and belongingness. Multiple articles and presentations on effectively mentoring and supporting students in higher education.
- **Academic Collaboration:** Collaborated with academic units to increase honors sections available to students, introduced Honors Faculty Status to enhance the program, and supported undergraduate research through the creation of a bi-annual Honors Research Showcase. In summer 2023 organized a campus-wide 1<sup>st</sup> generation student bootcamp to prepare incoming students for academic success.
- **Academic Instruction and Mentoring:** Educated and mentored undergraduate and graduate students in Communication and Honors, offering guidance in more than a dozen courses and overseeing the senior research project colloquium. Established a pathway to the Honors Diploma, with celebrated milestones at the Sophomore Honors Distinction, Senior Honors Distinction, and Thesis Readiness course, recognized bi-annually at the Honors Recognition Ceremony with over 300 attendees.
- **Institutional Effectiveness:** As the Interim Director of Institutional Effectiveness at BRCC oversaw planning and implementation efforts to produce data-driven continuous quality improvements. Member and past co-chair of the university's assessment committee responsible for evaluating ongoing learning outcomes and program evaluation.
- **Accreditation and Compliance Management:** At BRCC coordinated the preparation and submission of the college's SACSCOC accreditation self-study report and successfully led the college's bid for SACSCOC candidacy. Member of Southeastern's Quality Enhancement Plan design team responsible for steering the 2025 reaffirmation QEP.
- **Curriculum Development:** Experience with needs assessment, new program development, course creation, assessment of curriculum changes, and all aspects of curriculum development including Honors Program curriculum overhaul and university general education curriculum and assessment overhaul.

- **Effective Teaching:** Earned multiple teaching awards including the President's Award for Teaching Excellence. Excelled in teaching various courses in Speech and Government, impacting students' understanding of the subjects through creative pedagogies including gamification, research showcases, student travel, and external partnerships.

## Education

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

Dissertation title: *A Brave Newt 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. **Summa Cum Laude**

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

## Selected Committee Leadership and Service Work

### University and College Committee Chairmanships

General Education Assessment and Innovation, SLU, 2023 to present.

Student Retention SEM Subcommittee, SLU, 2023 to present.

Online Advisory Committee, SLU, 2023 to present.

University Honors Committee, SLU, 2016 to 2023.

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.

### Departmental Committee Chairmanships

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

Interpersonal Communication Master Course Syllabus Development, SLU, 2015.

Public Speaking Master Course Syllabus Development, SLU, 2010.

### University and College Committee Memberships

Dean's Council, SLU, 2023 to present.

Quality Enhancement Plan Design Team, SLU, 2023 to present.

Strategic Enrollment Management Team, SLU, 2022 to present.

WorkDay Implementation Team, SLU, 2023 to present.

University Planning Council, SLU, 2022 to present.

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

Academic Assessment Committee, SLU, 2013 to 2022.

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.

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.  
 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.

#### **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.

#### **Academic Leadership Publications/Presentations**

"If They Build it, They Will Come: The Power of Student-Designed Honors Experiences in Small-Budget Programs." *Honors in Practice*. Forthcoming publication (2024).

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

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

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

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.

"Building a Legacy of Inclusion: Strategies for New Program Development." National Communication Association (NCA). Dallas, TX. November 2017.

"Learning Outcomes in Communication: Articulating Relevance, Creating Legacy." NCA. Dallas, TX. November 2017.

"Communication's Civic Calling to Improve Higher Education: Using your Disciplinary Expertise to Improve Assessments throughout Your Campus." NCA. Philadelphia, PA. November 2016.

With Trevor Parry-Giles. "LOCs and General Education." NCA Learning Outcomes in Communication Convening. Indianapolis, IN. October 2016.

"Closing the Assessment Loop in the Basic Communication Course." *Discourse*, 3 (2016): 85-95.

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.

## Teaching Workshops

"Why Won't They Listen?" Lyceum Lights Presentation, Hammond, LA. Spring 2018.

"Considering the Public(s) in Public Speaking: Recrafting the Basic Course to Promote Civic Engagement." NCA. Philadelphia, PA. November 2016.

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

"Using YouTube™ to Promote Curricular Awareness and Persuasive Skills in the Basic Communication Course." NCA. Chicago, IL. November 2009.

"Unconventional Approaches for Teaching Masters Students: Approaching Theory Through the Personal." NCA. San Diego, CA. November 2008.

"The Reluctant Edutainer." NCA. San Antonio, TX. November 2006.

"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.

"Great Ideas For Teaching Speech: Bringing Students to See How Language Shapes Perceptions." NCA. 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.

## Organizational Effectiveness Consulting/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. "Communication Audit Phase 2: Episodic Communication Channel in Organizations (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.

## Honors and Awards

- L. E. Chandler Award for Excellence in Supporting Student Extracurricular Activity, SLU, 2021.
- President's Award for Excellence in Teaching. SLU, 2017.
- Elizabeth Weeks Jones Endowed Professorship in the Humanities, SLU, 2015-18.
- Top Paper in Human Communication & Technology, National Communication Association, 2006.
- Best of the Best Award. BRCC, 2004.
- Excellence Award. National Institute for Staff and Organizational Development, 2003.
- Excellence in Teaching Award College of Arts and Sciences. Indiana University, 1997.
- Top Paper in Rhetoric & Public Address, Southern States Communication Association, 1995.
- Fellowship, Indiana University, 1995–98.
- Phi Beta Kappa & Phi Kappa Phi, LSU, 1993.
- Top Speaker, Cross-examination Debate Association Novice Nationals, 1993.
- Sophomore Honors Distinction & Sternberg Outstanding Sophomore Award, LSU, 1991.
- National Merit Scholar, LSU, 1989-93.

## References

### **Dr. Mary B. Ballard**

Professor and Director, Center for Faculty Excellence  
 Assistant to the Provost for Student Issues  
 Southeastern Louisiana University  
 985.549-5791  
[mary.ballard@selu.edu](mailto:mary.ballard@selu.edu)

### **Marie Bernard**

Assistant Director, Tinsley Learning Center  
 Southeastern Louisiana University  
 985.549.3269  
[marie.bernard@selu.edu](mailto:marie.bernard@selu.edu)

### **Dr. Loretta Swank**

Executive Director, Academic Success and Advising  
 Office of Undergraduate Education  
 Georgia Institute of Technology  
 Clough Undergraduate Learning Commons, 283K  
[loretta.swank@gatech.edu](mailto:loretta.swank@gatech.edu)  
 985.507.2704