

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

PERSONNEL COMMITTEE

April 25, 2024

- Item J.1.** **Northwestern State University's** request for approval to continue the appointment of Dr. Neeru Deep as Interim Dean of the Gallaspy College of Education and Human Development effective July 1, 2024.

EXECUTIVE SUMMARY

The University requests approval to continue the appointment of Dr. Neeru Deep as Interim Dean of the Gallaspy College of Education and Human Development effective July 1, 2024 at an annual salary of \$127,500. 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 Northwestern State University's request for approval to continue the appointment of Dr. Neeru Deep as Interim Dean of the Gallaspy College of Education and Human Development effective July 1, 2024.*

 **NORTHWESTERN STATE**

Office of the President

April 17, 2024

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

Re: Continued appointment of Dr. Neeru Deep as Interim Dean, Gallaspy College of Education and Human Development

Dear President Gallot:

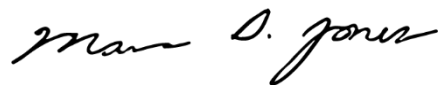
Northwestern State University is requesting the following item be placed on the agenda for approval at the April 2024 Board Meeting.

Continued appointment of Dr. Neeru Deep as Interim Dean of the College of Education and Human Development at an annual salary of \$125,000 for the period July 1, 2024 – June 30, 2025.

Please find attached Dr. Deep's current vitae.

Thank you for your consideration of this request.

Sincerely,



Dr. Marcus Jones
President

Attachment

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DR. NEERU DEEP

Department Head and Assistant Professor
Department of Psychology
Northwestern State University
Natchitoches, LA-71497
deepn@nsula.edu

128 Lodi Street
Natchitoches, LA-71457
318-730-7221 (cell)

OBJECTIVE

To continue my passion for empowering individuals and uplifting communities through education.

PROFESSIONAL STRENGTHS

- Experience in an administrative position with the foundation of the transformative and servant leadership style
- Doctor of Education in Adult Learning and Development with a concentration in Workforce Development
- Founder of the Center for Positivity, Well-being, and Hope at Northwestern State University
- Dedication of twenty-one years to the Psychology Department and Northwestern State University
- Twenty-three years of teaching experience with a diverse student population in higher education
- Consistently high merit in teaching evaluations and a rating of the highest merit in the annual faculty evaluation, including teaching, service, and professional scholarship (a score of 12/12)
- Extensive experience conducting research and presenting at professional conferences
- A solid foundation for handling the fiscal budget and bringing grants and textbook royalties
- Committed to collaboration with students, staff, faculty, and leaders, and deeply committed to academic excellence

EDUCATION

- **Doctor of Education in Adult Learning and Development (2018-2022)**
Northwestern State University of Louisiana, USA
Concentration: Workforce Development
Dissertation Title: *Evaluating the Efficacy of a University-Based Center in Promoting Well-being in College Students*
Dissertation Committee: *Dr. Kimberly McAlister (Chairperson),
Dr. Christy Hornsby, Dr. Mary Edith Stacy*
- **Master's Degree in Education (1992-1993)**
DAV College of Education, Panjab University, India
Dissertation Title: *Comparison of Cable TV Viewers and Non-Viewers on*

Adjustment, Leisure Time Activities and Scholastic Achievements

Dissertation Advisor: Dr. Venita Singh

- **Master's Degree in Psychology (1990-1992)**
Panjab University, India
- **Bachelor's Degree in Education (1989-1990)**
DAV College of Education, Panjab University, India
- **Bachelor's Degree in Liberal Arts (1985-1989)**
Gopi Chand Arya Mahila College, Panjab University, India

PROFESSIONAL EXPERIENCE

July 2022 to Present

Interim Chair & Assistant Professor-Psychology, Northwestern State University of Louisiana

Educator- Develop and teach undergraduate and graduate courses that promote active learning, critical thinking, communication, collaborative skills, and academic excellence.

Courses taught since July 1st, 2022, are:

- Psyc 2430: Introduction to Experimental Methodology
- Psyc 3010: Physiological Psychology (Summer, Fall, Spring)
- Psyc 3020: Experimental Psychology: Learning
- Psyc 4650: Field Experience in Mental Health
- Psyc 5780: Graduate level Physiological Psychology

Serve on the committee for:

- Master-level Thesis: Experiences of Young Adult Females with Misophonia in Relation to Interpersonal Relationships
- Doctoral Dissertation: COVID-19 and the Impact on Black Working Mothers and Mental Health

Administrator- My goal has been to initiate collaborative efforts to create a positive environment for academic and professional success. My team of 12 full-time faculty, two staff members, and 21 adjunct faculty members are dedicated to students' success. As a team, we have accomplished the following initiatives since July 1, 2022:

Academic Advisors: Changed the academic advising structure. Previously only three to four faculty members provided the advising, but now all the full-time faculty members are contributing to the academic advising. All the new advisors were provided with the advising professional development workshop and assigned a mentor for successful academic advising.

Curriculum Revisions: The department submitted the following CRC revisions:

- Worked with Louisiana Scholar's College to update their Undergraduate Psychology curriculum.
- Worked with Louisiana Scholar's College to update BS in Psychology Joint Major and MS in Clinical Psychology curriculum.
- Submitted CRC for Minor in Addiction Studies curriculum updates.

New Programs: The department submitted the following CRC for new programs:

- Started a new initiative of Undergraduate Addiction Studies with Louisiana Scholar's College.
- Submitted CRC paperwork for Applied Behavior Analysis Minor.
- Submitted CRC paperwork for Master's Level Addiction Studies Concentration.

New Articulations: The following Articulations were submitted:

- Established new articulation with the Alvin Community College; their students can complete BS in Addiction Studies with the NSU Department of Psychology.
- Submitted proposal for the United State Army Garrison Joint Readiness Center, Fort Polk, and NSU Department of Psychology. The proposal included a Bachelor of Science in Psychology, a Bachelor of Science in Addiction Studies, a Psychology Minor, an Addiction Studies Minor, an Industrial Organizational Behavior Concentration, a Prevention Specialist Concentration, and a Substance Abuse Concentration.

Departmental Refurbishing: The following refurbishing projects are in progress:

- For our graduate program, three supervision rooms were refurbished.
- A new technology grant has been received (written by Dr. Lindsey) for the supervision rooms.
- The Psychology Department set up a positive space for our students.
- A faculty lounge was set up.
- The psychology tutoring space initiative is in progress.
- Creating space for the Center for Positivity, Well-being, and Hope is underway.

Departmental Grant: The Department of Psychology submitted the following grants:

- McGraw Hill Royalty: Negotiated royalty for two custom textbooks. Department of Psychology will receive \$18,000 in the next three years. Submitted by Dr. Deep. Status: Approved.
- Grant for Supervision Rooms: Dr. Lindsey received the NSU Student Technology Grant of \$20,000 to improve the technology for the graduate supervision rooms.

- Grant for Assessment Tools: NSU Student Technology Grant of \$10,000 to improve the assessment technology for graduate and undergraduate students was submitted by Dr. Hodges-Crowder. Status: Not approved. Afterward, I worked with Dr. McAlister and received fundings for four iPads (assessment tools) for graduate students.
- Grant for Addiction Technology Transfer Project Funding: The total grant of \$28,200 was reconstituted to South- Southwest Addiction Technology Transfer Center to improve Addiction Studies curricula and promote the field by Dr. King and Dr. Deep.
- Grant for Students' International Travel to Nepal: Dr. Moulton received a \$6,000 travel grant from the NSU Student Government Association to support our students in contributing to the international scholarly and community work.

Budget: The psychology department is managing the budget effectively to save about \$100,000 for the fiscal year 2022-2023.

August 2002 to June 2022

Instructor- Psychology, Northwestern State University of Louisiana

Educator- Taught a variety of freshman to senior-level face-to-face and online courses. Designed curricula for fifteen credit hours per semester to promote active learning, critical thinking, communication skills, and self-confidence in students. The following courses were taught:

- Psyc 1010: General Psychology
- Psyc 2050: Developmental Psychology
- Psyc 2430: Introduction to Experimental Methodology
- Psyc 2450: Personal Adjustment and Development
- Psyc 3010: Physiological Psychology
- Psyc 3020: Experimental Psychology: Learning
- Psyc 3080: Experimental Methodology: Motivation
- Psyc 4410: Psychological Testing and Assessment
- Psyc 4450: Abnormal Psychology
- Psyc 4470: Theories of Personality
- Psyc 4650: Seminar in Current Topics in Psychology (Hope)
- Psyc 4830: Advance Psychology

Mentor and Steward- Stewarded one to three courses per semester, and these courses have multiple sections per semester. Stewarded one of the largest enrollment courses on campus (14 to 20 sections). Responsibilities included online and face-to-face course development for full-time and adjunct faculty members: Mentoring online adjunct faculty and monitoring the course quality throughout the semester.

Academic Advisor –Advised online and face-to-face students from 2002 to 2014. Responsibilities included conducting degree audits, keeping students informed of registration times, course opportunities, scheduling, and guiding them to their educational growth and career goals.

Advisor of Undergraduate Research Team- Student Attitudes Research Team (St.A.R.T) provided faculty members and undergraduate and graduate students opportunities to conduct research. I was one of the advisors for the undergraduate research team. My role was to teach students about the research process, help write proposals, conduct research, and prepare them for conferences.

Faculty Advisor of the Psi-Chi - The Psi Chi is an International Honor Society in Psychology. Students must have a 3.0 GPA to be a member of this society. Most Psi Chi members go for further education in the field. As an advisor, it allowed me to inspire them to do better in school and their respective careers. I also helped the officers organize meetings, workshops, educational trips, research, service-learning projects, and fundraising activities.

Motivation Program - Started and maintained a Motivation Program for students making low grades. The program has shown excellent improvements in grades.

August 2020 to December 2022

Adjunct Math Instructor, Math Department at NSU

- Taught College Algebra Recitation course (Math1021)
- Inspired students to learn math and have a positive experience in understanding math.

August 2018 to May 2020

Adjunct Math Instructor- Developmental Math, Central Louisiana Technical Community College at NSU

- Taught an accelerated (one-semester) course combining the basic algebra concepts in MATH 0098 and MATH 0099.
- Created a friendly and safe environment for both traditional and non-traditional students.

August 2016 to May 2018

Instructor- Developmental Math, Northshore Technical Community College at NSU

- Taught an accelerated (one-semester) course combining the basic algebra concepts in MATH 0098 and MATH 0099.
- Motivated students to learn and successfully complete the course using active learning strategies.

August 1998 to May 1999

Volunteer Computer Teacher at YWCA, Bensalem, Pennsylvania

- Taught basic computer skills to adults.
- Taught Microsoft Windows operating system, Microsoft Word, Excel, Power Point, and Microsoft outlook.
- Educated students on using the Internet, searching websites, and using e-mail.

Year 1993 to 1994, 1996

Lecturer- Home Economics

Gopi Chand Arya Mahila College, Panjab University, India

- Prepared and delivered lectures, created exams, and recorded grades.
- Scheduled and supervised practical sessions for the Home Economics course.
- Served on various committees as required by the department.

RESEARCH

Professional Presentations

- **Deep, N. & McAlister, K. (2023).** Through Seligman's Lenses: Creating a Culture of Well-being in Higher Education. International Positive Psychology Association World Congress 2023, Vancouver, Canada.
- **Deep, N. (2023).** Let's Speak One Language: Humanity! 37th Annual International Phi Beta Delta Conference.
- **Deep, N., Thorson-Barnett, S., & Fillippino, T. (2023).** Success is an 'I am' Statement. 37th Annual International Phi Beta Delta Conference.
- **Deep, N., Fillippino, T., & Thorson-Barnett, S. (2023).** Relationship between Grit and Academic Success of College Students. 36th Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- **Deep, N., Thorson-Barnett, S., & Fillippino, T. (2023).** College Students: Keep Working on Your Grit. The 69th Annual Meeting of Southeastern Psychological Association, New Orleans, Louisiana.
- **Deep, N. (2023).** Attention Please: Healthcare Providers on the Duty of Their Holistic Well-being. CHEN & Beta Chi & NSU Research Conference 2023, Shreveport Louisiana.
- **Deep, N., & Jordan, K. (2023).** Resilience is Our Goal. CHEN & Beta Chi & NSU Research Conference 2023, Shreveport Louisiana.
- **Fillippino, T., Deep, N & Thorson-Barnett, S. (2023).** Grit? What is a Grit? The 2023 Association of Teachers Annual Meeting, Jackson, Florida.
- **Deep, N., & McAlister, K. (2022).** Investing in Our Students' Well-being Means Investing in Our Educated Future. Mid-South Educational Research Annual Conference, Little Rock, Arkansas.
- **Deep, N., & McAlister, K. (2022).** Educators are Creators: Please Keep Your Well-being Cup Full. Mid-South Educational Research Annual Conference, Little Rock, Arkansas.

- **Deep, N., & McAlister, K. (2022).** Reimagining Global Pathways: Collaborative Efforts to Promote Well-being. 36th Annual International Phi Beta Delta Conference. [Online Web Conference due to Covid Protocol].
- **Deep, N., & McAlister, K. (2022).** Center for Positivity, Well-being, and Hope: Dedicated to Your Well-being. 35th Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- **Thorson-Barnett, S., Fillippino, T., & Deep, N. (2022).** The Word is ‘Grit’ and not ‘Grits’! Passion and Perseverance vs Soul Food. 35th Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- **Thorson-Barnett, S., Fillippino, T., & Deep, N. (2022).** Grit: Passion and Perseverance of Marathoners. 2022 Southwestern Psychological Association Convention. Baton Rouge, Louisiana.
- **Deep, N. (2017).** Yogistic Psychotherapy. 30th Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- **Deep, N. & Thorson-Barnett, S. (2013).** Texting: A View of Future or a New Addiction? 26th Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- **Thorson-Barnett, S. & Deep, N. (2011).** Coping Styles of Northwestern State University Students. 24th Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- **Thorson-Barnett, S., Deep, N., Biscoe, J., & Shaw, B. (2010).** Tips and Tricks: Lessons Learned in Our Online Advising within Criminal Justice and Psychology. Northwestern State University. Natchitoches, Louisiana.
- **Thorson-Barnett, S., Deep, N., Kelly, K., & Moulton, P. (2010).** Through the Eyes of Psychology: Positive Effect of Films. Second Annual Louisiana Studies conference. Northwestern State University, Natchitoches, Louisiana.
- **Deep, N. & Thorson-Barnett, S. (2010).** Texting: A Habit that Could Lead to an Addiction??? 23rd Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- **Barnett, S., & Deep, N. (2009).** The Atta Boy or Atta Girl Notebook. First Annual Conference on Louisiana Studies, Northwestern State University, Natchitoches, Louisiana.
- **Deep, N., Moulton, P., & Barnett, S. (2008).** Lessons Learned from Student Perspectives of Online Courses. Southwest Teachers of Psychology Conference, Texas Wesleyan University, Fort Worth, Texas.
- **Moulton, P., Barnett, S., & Deep, N. (2008).** Tips & Tricks: Transitioning from Face to Face to Online Instruction. Southwest Teachers of Psychology Conference, Texas Wesleyan University, Fort Worth, Texas.
- **Barnett, S., Deep, N., & Moulton, P. (2008).** Affecting Your GPA. Southwest Teachers of Psychology Conference, Texas Wesleyan University, Fort Worth, Texas.
- **Barnett, S., & Deep, N. (2008).** Happy GPA or Irritable GPA!!! 21st Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Barnett, S., & Deep, N. (2007).** Psychology Students: Where are You? Southwest Teachers of Psychology Conference, University of Houston-Clear Lake, Houston, Texas.

- **Deep, N., Barnett, S., & Roach, S.** (2006). Help, Help, Help: Need Coping Strategies? Fourth Annual Hawaii International Conference on Education. Honolulu, Hawaii.
- **Barnett, S., & Deep, N.** (2006) I am not Addicted, are You? Fourth Annual Hawaii International Conference on Education. Honolulu, Hawaii.
- **Deep, N., Barnett, S., & Roach, S.** (2006). To Net or Not to Net; That is Question. 19th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Barnett, S., & Deep, N.** (2005). The Light at the End of the Tunnel; It is Up to You! 18th Annual Research Day at Northwestern State University, Natchitoches, Louisiana.
- **Deep, N.** (2005). Let's Build a Union between Mind and Body. 18th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Barnett, S., Roach, S., & Deep, N.** (2004). Get a Grip: Coping Behaviors of University Students. 17th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Deep, N., Barnett, S., Roach, S., Riviere, E., & Fontaine, C.** (2004). This Presentation May be Habit Forming. 17th Annual Research Day at Northwestern State University, Natchitoches, Louisiana.
- **Deep, N., Wilks, B., & Cortez, M.** (2003). Student Perspective on Internet Classes. Poster Presentation. Southwest Conference for Teachers of Psychology, Texas Lutheran University, Sequin, Texas.

Professional Publications

- **King, C., Myers, B., & Deep, N.** (2023). Evaluation and enhancement: Preparing students for workforce readiness in the addiction counseling field. *Journal of Addiction Medication*. [Paper is under review]
- **Deep, N. & McAlister, K.** (2022, September 14). Reimagining global pathway: Collaborative efforts to promote well-being. *International Research and Review*. [Paper went through a review process and received feedback to collect more national and international data and resubmit the paper]

Refereed Proceedings

- **Deep, N. & McAlister, K.** (2022). Investing in our students' well-being means investing in our educated future. *Proceedings of Mid-South Educational Research Annual Association Conference*. Page#120.
https://www.msera.org/_files/ugd/90ff5d_f1d0dc3b02c7405ea6a0be60dcb9b9af.pdf
- **Deep, N. & McAlister, K.** (2022). Educators are creators: please keep your well-being cup full. *Proceedings of Mid-South Educational Research Annual Association Conference*. Page#122.
https://www.msera.org/_files/ugd/90ff5d_f1d0dc3b02c7405ea6a0be60dcb9b9af.pdf
- **Deep, N. & McAlister, K.** (2022, Fall). Reimagining global pathway: Collaborative efforts to promote well-being [Abstract]. *Proceedings of Phi Beta Delta, Honor Society for International Scholars*. Page #21.
<http://phibetadelta.org/pdf/Proceedings.Fall.2022.pdf>
- **Thorson-Barnett, S. & Deep, N.** (2010). The Atta Boy or Atta Girl Notebook: What

Louisiana Students Need to Know about an Academic Portfolio. First Annual Louisiana Studies Conferences, Northwestern State University, LA.

- **Deep, N. & Barnett, S. (2006).** Help, Help, Help: Need coping strategies? (Abstract). Proceedings of the Fourth Hawaii International Conference on Education, 4, 46.
- **Barnett, S. & Deep, N. (2006).** I am not addicted, are you? (Abstract). Proceedings of the Fourth Hawaii International Conference on Education, 4, 46.

Undergraduate Senior Thesis: Serve on the undergraduate senior thesis committee for the Louisiana Scholars' College and the Department of Psychology.

- **Bannett, L. (2018).** Anonymity, Empathy, Self-Esteem: Why are Millennials so Mean on Social Media?
- **Thrower, M. (2017).** Self-Stigma and Its Effects on Help-Seeking Intentions.
- **Boudreaux, A. (2016).** Gender Difference in Emotion Awareness and Expression in Children.
- **Ancar, R. (2015).** The Effects of Perceived Parenting Style and Locus of Control on Academic Motivation in Undergraduate Students Raised in Single Parent or Two Parent Homes.
- **Knop, K. (2009).** The Handicap Principle in Humans: Do females Prefer Males That Engage in Risky Behaviors over Males Who Do Not.
- **Pratt, J. (2007).** Carl Jung's Psychoanalytic Theory applied to Tibetan Buddhism.

Undergraduate Research Advisor: Serve on the Student Attitudes Research Team (St.A.R.T). Prepared students to present on Annual Research Day at Northwestern State University.

- **Jordan, K. (2017).** Cancer Is Ruff, but Pet Therapy Can Make It Easy. 30th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Thrower, M. (2017).** Self-Stigma and Its Effects on Help-Seeking Intentions. 30th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Major, S. (2016).** Unique YOU. 29th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Harrell, M. (2015).** Like and Unlike You. 28th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Larriviere, S., & Cascio, S. (2015).** The Tangled Web that We Weave. 28th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **McCormic, T., & Neubig, H. (2015).** A Drop in the Ocean. Price, A. (2015). 3D. 28th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Pena, N. (2015).** Carl Roger said, "I'm not Perfect...But I'm Enough." 28th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Bertrand, A., Artis, C., & LaCour, C. M. (2013).** The Impact of Social Networking on Dependency, Sleep, and Communication in College Students. 24th Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Bertrand, A. (2011).** Social Interaction: A Facilitator? 22nd Annual Research Day at Northwestern State University. Natchitoches, Louisiana.
- **Williams, T., & Craig, C. (2011).** Autism Speaks. 22nd Annual Research Day at Northwestern State University. Natchitoches, Louisiana.

- Jones, D. (2010). Single Parenting: This is Hard!!! 22nd Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Willett, E. (2010, April 15). The Effect of Pet Death. 23rd Annual Research Day at Northwestern State University Research Day, Natchitoches, Louisiana.
- Miller, R. (2008). Dream R Us!!! 21st Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- William, C. (2008). Workpath of a Psychopath. 21st Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Tummons, S. (2008). ADHD: The Treatment Warfare. 21st Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Pratt, J. (2007). Carl Jung's Psychoanalytic Theory Applied to Tibetan Buddhism. 20th Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Pruden, M. (2007). Hallucinogens and Mental Illness: Can a Toad Be Related to Schizophrenia? 20th Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Strenth, C. (2007). Free Beer! A Look into College Drinking. 20th Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- O'Brien, D. (2006). Belly Laugh to Better Health. 19th Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Pruden, M. (2006). The Biology of Psychology: How Anti-depressants Work. 19th Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Strenth, C., & Fridrick, R. (2006). East Meets West: An Exploration on Meditation. 19th Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Evan, K., & Ellender, K. (2005). Could You Repeat that Again? 18th Annual Research Day at Northwestern State University. Natchitoches, Louisiana
- Givens, A. (2005). Take Care or Beware. 18th Annual Research Day at Northwestern State University. Natchitoches, Louisiana

Graduate Thesis and Dissertation: Serve on the graduate thesis/dissertation committee for Department of Psychology and School of Education.

- Master-level Thesis: Experiences of Young Adult Females with Misophonia in Relation to Interpersonal Relationships
- Polanska, P. (2023). Experiences of young adult females with misophonia in relation to interpersonal relationships. 36th Annual Northwestern State University Research Day, Natchitoches, Louisiana.
- Doctoral Dissertation: COVID-19 and the Impact on Black Working Mothers and Mental Health

Research Proposal Reviewer: Reviewer for the 2022 Mid-South Educational Research Annual Conference.

GRANTS

- Royalty from McGraw Hill Publisher for the year 2023 to the year 2026- Worked with McGraw Hill publisher to obtain royalty for developing custom-made General Psychology and Developmental Psychology textbooks for the department. Dr. Deep, Ms. Shivers, and Ms. Wall-Hale contributed to the custom material. This agreement will bring a regular annual royalty total of \$18,000 to the NSU psychology department.
- The SSW-ATTC Grant for the year 2022 to the year 2023- Collaborated with administration and faculty to reconstitute the SSW-ATTC grant of \$28,200 to enrich course offerings, mentor students, and provide continuing education, technical assistance, and workforce development in the addiction studies field.
- Grant and Royalty from McGraw Hill Publisher for the year 2007 to the year 2022- Worked with McGraw Hill publisher to obtain grant and royalty for developing custom-made General Psychology textbooks for the department. Dr. Deep, Mr. Isbell, and Dr. Barnett contributed to the custom material. This agreement has brought a regular annual royalty total of \$89,579 to the NSU psychology department.
- Grant from Natchitoches Regional Medical Center Foundation for the year 2021 to the year 2022- Received \$6000 to start Positivity and Mental Wellness Workshop Series for NSU family and Natchitoches community. This initiative was a collaborative effort of Dr. Pasch (Director of Student Activities & organizations) and Neeru Deep (Founder of the Center for Positivity, Well-being, and Hope). NSU University Programming Council matched the grant funds.

PROFESSIONAL SERVICES

Founder for the Center for Positivity, Well-being, and Hope- The mission of the Center for Positivity, Well-being, and Hope is to promote positive thinking, enhance well-being, and instill resilience and hope to members of the NSU family so they can improve their lives, transform communities, and positively impact the world.

- During the early stage of the COVID-19 pandemic (March 2020): Propose a plan to NSU leaders to create the Center for Positivity, Well-being, and Hope to promote the well-being of the NSU family.
- With the collaborative efforts of a steering committee, many faculty members, staff, and students, we launched the Center in April 2020.
- The Center for Positivity, Well-being, and Hope provides enriching material, organizing workshops, Virtual VicTalk, and face-to-face VicSpecial events to promote well-being in college students. I have organized and hosted the following VicTalk and VicSpecial events:

VicTalk (Online) Host

- How to Practice Mindfulness in Your College Journey by Dr. Hornsby, Dr. Elmore, and Dr. Norman
- Positive Classroom Culture: What it is and How Students Benefit by Dr. Gentry
- Demon Advising by Dr. Hornsby and Dr. Collins
- Self-Efficacy: Believing in Yourself Matters by Dr. Hornsby and Dr. Norman
- Dyslexia and Appropriate Classroom Accommodation by Dr. Kathryn Elizabeth Gentry

- The Importance of Self-Care by Dr. Hornsby, Dr. Elmore, and Dr. Norman
- Yoga and Meditation (17 live session through WebEx) by Dr. Neeru Deep
- Emotional Intelligence for Your Success by Dr. Marcia Hardy
- Positive habits, Positive Life by Dr. Weiwen Leo
- Running is a Soul Food by Dr. Susan Thorson-Barnett
- Empowering Time, Budget, and Resume by Dr. Marcia Hardy, Dr. Camella Parker, and Elizabeth Prejean
- Performance Anxiety: It's Not Just for Musicians by Dr. Malena R. McLaren
- The Truth about ADHD and Classroom Accommodations by Dr. Jennifer Hodges-Crowder
- Copying with COVID: How We Really can Adjust to Uncertainty and Build Resilience by Dr. Jennifer Hodges-Crowder
- *Thirty Days of Mindfulness: Letting Go of Unwanted Habits and Embracing Self-Care* by Dr. Erik Braun

VicSpecial (face-to-face) Host

- Power of Positivity by Ms. Melissa Ruiz
- Holistic Wellness by Mr. Ryan Penneau
- Yoga and Meditation Dr. Neeru Deep and Ms. Cle'Lie Aubin
- Be Positive, Think Positive, READ Positive! by Ms. Shannon Wall-Hale
- Have You Ever Felt Broken? An Artistic Approach to Putting Yourself Back by Dr. Hornsby, Ms. Toups, Dr. Jordan, Dr. Elmore, and Dr. Norman
- Therapeutic Writing: Poems of Celebration by Dr. Rebecca Macijeski
- Tower of Positivity at NSULA Wellness Fest by Dr. Neeru Deep and Dr. Susan Barnett
- Slow Stitch Mindful Meditative Sewing by Ms. Christine Ferrell and Ms. Phyllis Lear
- Positive Creating by Leslie Gruesbeck
- Positive Poetry by Kailyn Frederick and Carly Chandler
- Accommodations and Mental Health by Dr. Neeru Deep and Dr. Kathryn Gentry
- Enhancing our Mental Health by Dr. Neeru Deep and Dr. Susan Barnett
- My Life: My Duty to Optimize it to the Full Potential by Dr. Neeru Deep and Dr. Weiwen Liao

University of Louisiana System Mental Health Advisory Council- The UL System started this initiative on April 2022 and selected two representatives from each of the nine ULS Universities. The advisory council meets monthly to discuss the needs and organize programming accordingly. The council has organized events such as Reflection on Resilience, Talk Saves Lives, Introduction to Supporting Those at Risk, Talk Saves Lives: Training for Presenters. The next big plan is to create the UL Mental Health conference.

Advisory Committee member for the NSU Wellness Fest- I have been one of the nine NSU Wellness Fest Committee members since 2021. The committee has successfully organized two wellness fests with 500 + participants annually.

Board Member of the NSU Eta Mu Chapter- The Phi Beta Delta Honor Society for International Scholars- The society's mission is to recognize achievement in international educational interchange and to serve as a catalyst to increase the recognition, credibility, and importance of the international experience, and develop a network of individuals involved in international experiences. I have been actively participating in and helping organize events for the organization, such as cultural series, no-host dinners, scholarships, and induction ceremonies, and promoting the organization's mission since 2016. I also presented at the Phi Beta Delta conference and was the first presenter for the cultural series to raise funds for study-abroad scholarships. Recently, I was named as a President Elect for our local chapter.

Psychology Online Degree Development: In 2003, I was among the few key faculty members who developed the first online undergraduate psychology program. The BS in Psychology degree was the first online-degree program in the state of Louisiana.

- Completed focus-group research on the students' perspective on internet classes.
- Developed five online courses (Psyc1010, Psyc2430, Psyc3010, Psyc3020, & Psyc 4410) out of sixteen required psychology courses in one year, along with any of my regular teaching and advising load.

Discussion Leader at National Symposium: McGraw Hill Publisher organized the 2006 National Symposium on Introductory Psychology. This symposium aimed to enhance the textbook and keep up with the fast-changing education delivery system from face-to-face to online courses.

- **Deep, N., Pollock, S. (2006).** Active Learning Pedagogy and Writing. Discussion leader in the 2006 National McGraw-Hill Symposium of Psychology. Pasadena, California.
- **Pollock, S., & Deep, N. (2006).** Culture & Diversity. Discussion leader in the 2006 National McGraw-Hill Symposium of Psychology. Pasadena, California.
- **Deep, N. (2006).** Facilitated Stress Management Session. National McGraw-Hill Symposium of Psychology. Pasadena, California.

Book Reviewer: One of the reviewers and provided feedback on many chapters of the following textbook:

- **King, L. A. (2007).** The Science of Psychology: An Appreciative View. The McGraw- Hill Companies.

Competency-Based Program: Northwestern State University introduced the Competency-Based Program in 2015 for Computer Information System Program. It is a flexible and self-paced quality education program geared towards Adult Learning.

- Created a Competency-Based Curriculum for General Psychology.
- Developed a high-quality, easy-to-navigate, and stimulating online course.

Instructor for ADVANCE, The Duke TIP Program at NSU: The ADVANCE Program for Young Scholars at Northwestern State University is for gifted and talented students. ADVANCE Program was a collaborative program with Duke University's Talent Identification Program until 2020. Taught in the summer of 2015 & 2016 through the

Duke TIP Program at NSU and taught in the summer 2021 through the NSU ADVANCE Program.

- Developed curriculum to teach college-level General Psychology to young scholars.
- Created a fun-loving, creative, and mentally challenging “Brain and Behavior Buffet: Where We Serve Authentic Psychology (2B Buffet)” course.
- Implemented a holistic approach to learning and teaching.

Guest Speaker: Invited to the Louisiana Scholars' College, Nursing Department, First Year Success Series, Student Financial Aid Office, and Office of Inclusion and Diversity on several occasions to speak on various topics:

- Racial Healing
- Mahatma Gandhi
- Truth
- The Psychology of Indian Culture
- Hindu Culture
- Stress Management
- Yoga and Meditation
- Empower Your Transcript

PROFESSIONAL DEVELOPMENT

- IGNiTE Leadership Program (2020-2021)
Northwestern State University, Natchitoches, LA
- NSU Online Teaching Boot Camp (2015)
Northwestern State University, Natchitoches, LA
- Online Course Professional Certification (2008-2009)
Northwestern State University, Natchitoches, LA
- National Administrator Credential (2007)
National Child Care Association, Washington, DC
- Certification for Sport Yoga Instructor (2005)
National Endurance & Sports trainers Association, CA
- Computer Programming (1998)
Bucks County Community College, PA, USA

Attended many professional presentations at the following conferences to stay current in the field

- Southeastern Psychological Association (2023)
- Mid-South Educational Research Annual Conference (2022)
- The UL System for Our Future Conference (2022)
- Annual International Phi Beta Delta Conference (2020 to 2023)
- International Positive Education Network-ipen: Attended three days Wellbeing 360 Conference- by International Positive Education Network (October 26 to 29th, 2020)
- Annual Louisiana Studies conference (2010 & 2011)
- Southwest Conference for Teachers of Psychology (2003, 2007, & 2008)

- Annual NSU Research Day (2002 to 2023)

AWARD/HONORS

- Arthur Watson Endowed Professorship in Academic Accommodations- The purpose of this Endowed Professorship is to enhance teaching, research, and service activities in the area of academic accommodation. It is important for GCOEHD faculty to work effectively with diverse populations to ensure that all students learn. Faculty must exhibit professional dispositions that respect and value differences and provide opportunities for others to better understand diversity and equity in the teaching and learning process. The award amount is \$8,448.
- Faculty Marshal for Investiture of the 20th President- I was honored to be part of this beautiful tradition in year 2022.
- Advisor of the Year- Received Outstanding Faculty Advisor of the year award in 2008.
- National Student–Athlete Day- Was honored twice on National Student-Athlete Day (2009 and 2013). Athletes choose faculty members who impact them the most.
- Faculty Marshal- Had the privilege to be the faculty marshal in the spring 2009 commencement.
- “Who’s Who”- Recognized for “Who’s Who” at Northwestern State University in April 2012.

PROFESSIONAL AFFILIATIONS

- International Positive Psychology Association, April 2023 to Present
- Phi Beta Delta Honor Society for International Scholars, June 2016 to Present
- Psi Chi- The International Honor Society in Psychology, August 2003 to Present
- Mid-South Educational Research Association, August 2022 to Present

COMMUNITY SERVICE

- Organized Positivity and Mental Wellness series for the Natchitoches community through the Center for Positivity, Well-being, and Hope.
- Board member of Ben Johnson Educational Center, a nonprofit organization geared to improve the quality of the underserved community of Natchitoches by eliminating barriers, developing life skills, and enhancing occupational skills.
- Volunteer for the motivation talk, member of the strategic plan, and participate in the fundraising activities for the BDJ Educational Center.
- Organized events to bring awareness about the field of psychology and participated in numerous community services as an advisor of Psi Chi, The International Honor Society in Psychology, from 2002 to 2022.
- Empowered Nepali Girls is a nonprofit organization providing educational scholarships to young girls in Nepal. Raise funds for scholarships.
- Yoga Instructor at WRAC- Teach yoga poses, deep breathing, and meditation.
- Conduct stress management workshops.
- Organized Angel Project to provide toys to kids in need.

- Participated in painting the Hope Mural in Natchitoches.
- Helped students understand autism and promoted autism awareness in the community.
- Participated in a 5-k suicide awareness event organized by NSU Counseling Center
- Fundraise for Habitat for Humanity, an organization that raises funds to build homes for needy families.
- Organized the food, toys, and clothes drive for donations.
- Supported Relay for Life, American Cancer Society in Natchitoches, LA.
- Supported Hurricanes relief efforts.
- Volunteered at the YWCA, Bensalem, PA.

I am grateful!

JOB DESCRIPTION

DEAN, COLLEGE OF EDUCATION & HUMAN DEVELOPMENT Administrative Faculty

- Function of Work:** Academic and fiscal control of the Gallaspy College of Education & Human Development
- Supervision Received:** Provost & Vice President for Academic Affairs
- Supervision Exercised:** Direct supervision over all department heads, budget unit heads, and other faculty and employees assigned to the College

DUTIES & RESPONSIBILITIES

Assume total academic and fiscal control of the Gallaspy College of Education & Human Development, serving as the leader of the College by performing duties pertaining to faculty development, curriculum development, public relations, strategic planning, and the quest for academic excellence. Supervise faculty members in their assigned functions and work collaboratively with faculty and staff in the development of and continuous quality improvement of academic and student programming. Participate in managing campus operations and resources and help to establish priorities in the allocation of available resources. Scheduling classes in a manner that will achieve cost-effectiveness. Be involved in developing campus strategies, plans; setting goals and objectives. Provide leadership for grant and developmental activities on behalf of the College. Develop and support relationships between the College and its related professions. Assist in the development and implementation of evaluation and review systems for faculty, courses, and programs. Teach classes assigned in a manner that will promote academic excellence. Advise and counsel students as necessary. Create and maintain a positive, aggressive, student-oriented and caring academic atmosphere. Serve as required on University committees. Maintain a collegial relationship with peers and colleagues through the University and community. Support the President and the Provost & Vice President for Academic Affairs in carrying out their responsibilities. Interact with alumni to raise funds for the College and University and to enhance the reputation of the College. Acknowledging and agreeing to comply with University of Louisiana System's Compensatory Time Policy, for unclassified annual leave earning employees. Acknowledging and agreeing to comply with those mandates of the Constitution and laws of the State of Louisiana which regulates the activity and employment of state employees including but not limited to the "Code of Governmental Ethics", "LA R>S> 42:1101 et seq", and "Dual Office Holding and Dual Employment", LA R>S> 42:61 et seq".

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

PERSONNEL COMMITTEE

April 25, 2024

Item J.2. **University of Louisiana at Monroe's** request for approval to appoint Dr. Wendy Bailes as Dean of the College of Health Sciences effective April 1, 2024.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Wendy Bailes as Dean of the College of Health Sciences effective April 1, 2024 at an annual salary of \$200,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Monroe's request for approval to appoint Dr. Wendy Bailes as Dean of the College of Health Sciences effective April 1, 2024.*

**Office of the President**

University Library 632 | 700 University Avenue | Monroe, LA 71209-3000

P 318.342.1010 | F 318.342.1019 | ulm.edu

March 11, 2024

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

Dear President Gallot:

The University of Louisiana Monroe (ULM) requests approval of Dr. Wendy B. Bailes as Dean of the College of Health Sciences effective April 1, 2024. Dr. Bailes is replacing Dr. Simpson who vacated the position in May 2023. Dr. Bailes was recommended after a well-advertised national search and the applications were received through NeoED. The position was advertised in the Chronicle of Higher Education, HigherEdjobs.com, Association of Schools Advancing Health Professions, and American Association of Colleges of Nursing.

A search committee consisting of program directors, faculty, staff, and a student from the College of Health Sciences. A total of 30 applications were received, triaged, and ranked by the search committee. Five top candidates were given zoom interviews. Three candidates were then invited to interview on campus. Following the on-campus interviews, the search committee assembled and submitted a report to Dr. Mark Arant, Provost & Vice President of Academic Affairs, containing ratings of each candidate. Dr. Bailes was strongly recommended by the committee.

Dr. Bailes earned a B.S. in Nursing from ULM (then NLU) in 1993. She received her MSN, nursing education from the University of Phoenix in 2006 and her Ph.D. in Nursing from the University of Mississippi Medical Center in 2014. Upon graduating in 1993 with her BSN, she practiced in a variety of settings, including dialysis, pediatrics, and medical-surgical nursing. She began her teaching career at ULM in 2005. Bailes has been a Registered Nurse since 1993. She has served in various administrative positions within the College of Health Sciences including, Interim Dean, School Director of the Kitty Degree School of Nursing, Associate Director of Undergraduate Programs, and Coordinator of Nursing Interventions.

Thank you for consideration of our request.

Sincerely,

A handwritten signature in dark ink that reads 'R. Berry'.

Ronald Berry, President

Enclosure

#TAKEFLIGHT

Dear Search Committee Members,

I am writing to express my interest in the College of Health Science Dean position at University of Louisiana Monroe. I have been in higher education since January of 2005 as a faculty within the Kitty DeGree School of Nursing. I started as a BSN working on my MSN, while teaching full time. In August 2010, I began my journey to achieve my terminal degree. I completed this goal in May 2014 with the achievement of a PhD in Nursing Research. During my 18+ years in academia, I have served as instructor, faculty (tenure track), faculty (tenured), Coordinator of Nursing Interventions, Associate Director Kitty DeGree School of Nursing, Interim School Director, School Director and now serve as Interim Dean, College of Health Sciences.

While serving as an Administrator within the School of Nursing, I managed teams of faculty and staff, created and administered budgets, and evaluated faculty performance. I was responsible for state and foundation budgets and managed them judiciously and effectively. I have also been Chief Nursing Administrator for two successful accreditation visits: one for the Masters in Nursing initial site visit (2017) and one for the School accreditation visit (BSN and MSN, 2020). During the 2020 pandemic, I successfully led and navigated our curriculum, faculty and students to transition to an online platform. Under my leadership, we have increased funding opportunities for faculty (adjunct faculty paid through Blue Cross-Blue Shield grant) and funding opportunities for students (HRSA nursing student loan program) of \$1 million for both undergraduate and graduate. In addition, in 2022, I was named as the Kitty DeGree Eminent Scholar Endowed Chair. Since that time, I have used the monies to fund: Inaugural and subsequent nursing bootcamps, seed grants for faculty to encourage grant writing, tuition reimbursement for faculty obtaining graduate degrees, simulation equipment/supplies for Simulation rooms and salaries for faculty performing special duties. I have not used any funds for personal use as that is not my belief system.

Since May 2023 I have served as Interim Dean, COHS at ULM accomplishing the following:

- Worked with program directors to understand current needs, accreditation concerns and worked to empower them to create solutions that fit their specific programs, while following guidelines established by the University.
- Worked with departments across campus to advocate for programs, faculty and students as issues arose.
- Worked with Provost office to finalize reorganization plans to the benefit of the College.
- Collaborated with Program Directors to establish best practices for new IT projects, such as WEAVE and Degree Works.
- Represented the college at multiple events and interacted with administrators and college officials from various Universities.
- Worked with physical plant, contractors and Provost office to provide space for programs as we transition out of Sugar Hall.
- Continued the strong relationships created with Louisiana Delta Community College leadership during my time as School Director. This positive relationship has allowed for strengthening of collaborations that have expanded to the School of Allied Health.

I believe that my enclosed CV detailing my credentials and references demonstrate my ability to meet the job requirements for Dean. While I recognize that until May, my experience as a Dean is non-existent, I also believe that my experience and success as a School Director within the Kitty DeGree School of Nursing has prepared me to make a successful transition to the Dean position. My knowledge of the operations of the University, my strong relationships with departments across this campus and with community leaders is an asset for the College and University.

Thank you for your time and consideration. I look forward to discussing this opportunity with you and sharing the vision for the College of Health Sciences as we move forward.

Sincerely,

A handwritten signature in black ink that reads "Wendy Bailes". The signature is written in a cursive style with a large, prominent "W" and "B".

Wendy Bailes, PhD, RN

Curriculum Vitae

WENDY B. BAILES

ADDRESS:

301 Comanche Trail
West Monroe, LA 71291

TELEPHONE:

Cell: 318-355-2479
Work: 318-342-1733

PERSONAL:

Husband: Jay Bailes
Daughter: Taylor Bailes (21)

EDUCATION:

Doctor of Philosophy, Nursing Science

University of Mississippi Medical Center, Jackson, MS, 2014

Master of Science in Nursing, Healthcare Education

University of Phoenix, Phoenix, AZ, 2006

Bachelor of Science in Nursing

Northeast Louisiana University, Monroe, LA, 1993

Bachelor of General Studies, Business

Northeast Louisiana University, Monroe, LA, 1987

WORK EXPERIENCE:

ADMINISTRATION:

May 24, 2023-Present

Professor (full-time)
Interim Dean
College of Health Sciences
The University of Louisiana Monroe
Monroe, LA

August 1, 2019-May 24, 2023

Associate Professor (full-time)
Director
The University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

July 1, 2017-July 31, 2019

Associate Professor (full-time)
Interim Director
The University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

May 2015-June 30, 2017

Associate Professor (full-time)
Associate Director, Undergraduate Programs
The University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

August 2014-May 2015

Associate Professor (full-time)
Coordinator of Nursing Interventions
The University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

TEACHING:

August, 2014-present

Associate Professor (full-time)
University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

August, 2022-August 4, 2023

Adjunct Instructor
Northwestern State University
Major Professor, Doctor of Nursing Practice Program

August, 2007-2014

Assistant Professor (full-time)
The University of Louisiana at Monroe
School of Nursing
Monroe, LA

January, 2005-May 2007

Instructor (full-time)
The University of Louisiana at Monroe
School of Nursing
Monroe, LA

PROFESSIONAL EXPERIENCE:

December, 2004-December 2009

Staff RN (prn)
Glenwood Regional Medical Center
West Monroe, LA

February, 1996-December, 2004
Staff RN (full-time)
Glenwood Regional Medical Center
West Monroe, LA

June, 1993-January, 1996
Staff RN/DON (full-time)
North Louisiana Dialysis Center/Ruston Kidney Center
Monroe/Ruston, LA

ACADEMIC RESPONSIBILITIES
University of Louisiana at Monroe

May 24, 2023-Present
Interim Dean
College of Health Sciences

August 1, 2022-August 4, 2023
Adjunct Instructor-Northwestern State University
NURG 7010, DNP Project Practicum 1 (Fall)
NURG 7011, DNP Project Practicum 2 (Spring)
NURG 7012, DNP Project Practicum 3 (Summer)

August 1, 2021-May 24, 2023
Director
NURS 4026, Online Research/Remediation Course
NURS 2000, Nursing Concepts

August 1, 2019-July 2021
Director
NURS 4026, Online Research/Remediation Course

July 1, 2017-July 31, 2019
Interim Director

January 2016-June 30, 2017
Associate Director, Undergraduate Programs
NURS 4026, Online Research/Remediation Course

May 2015-December 2015
Associate Director, Undergraduate Programs
NURS 2011, Online RN to BSN, Intro to Gerontological Nursing

August 2014-May 2015
Coordinator of Nursing Interventions
NURS 4001, Online RN to BSN, Evidence Based Practice

August 2014-December 2014

Coordinator of Nursing Interventions
NURS 4030, Online RN to BSN, Nursing Research

August 2013-August 2014

NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum
NURS 4037, Semester V Professional Issues & Trends-Online

August 2012-May 2013

NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum
NURS 4037, Semester V Professional Issues & Trends-Online
NURS 4030, Semester III Guest Lecturer for Quantitative Research

January 2011-May 2012

NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum
NURS 4074, Semester V Nursing Management Concepts
NURS 4075, Semester V Nursing Management Practicum

August 2010-December 2010

NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum

January, 2010-May 2010

NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 404, Semester IV Nursing Science Theory
NURS 465, Semester V Nursing Management Practicum

August, 2009-December 2009:

NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 404, Semester IV Nursing Science Theory
NURS 405, Semester IV Nursing Science Practicum
NURS 306, Semester II Nursing Seminar

August, 2006-May 2009:

NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar

January, 2006-May, 2006:

NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar
NURS 437, Semester V Professional Issues and Trends-Online Course

August, 2005-December, 2005:

NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar

May, 2005-August, 2005:

NURS 323, Semester III Nursing of Children-Accelerated
NURS 334, Semester III Nursing of Children-Traditional

January, 2005-May, 2005:

NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar

UNIVERSITY SERVICE ACTIVITIES

University

University Convocation; May 2023 Medical Team
University Convocation; December 2022 Medical Team
University Convocation; May 2022 Medical Team
University Convocation; December 2021 Medical Team
Women Take Flight Mentor 2022-2023
Women Take Flight Mentor 2021-2022
ULM Student Mentorship Program 2019-2020
University Convocation; May 2021 Medical Team
University Convocation; December 2019 Medical Team
University Convocation; May 2019 Medical Team
University Convocation; May 2018
University Convocation; December 2017
“Browse on the Bayou”; Fall 2019
High School Career Fair; August 2018
“Browse on the Bayou”; Spring 2018
“Browse on the Bayou”; Fall 2017
High School Career Fair; August 2017
High School Career Fair; August 2016
“Browse on the Bayou”; Spring 2016
“Browse on the Bayou”; Fall 2015
High School Career Fair; August 2015
“Browse on the Bayou”; Fall 2015

“Browse on the Bayou”; Spring 2015
“Browse on the Bayou” eULM; Spring 2015
University Convocation; May 2015
“Browse on the Bayou”; Fall 2014
University Convocation; May 2014
University Convocation; December 2012
University Convocation; December 2011
High School Career Fair; August 2010
High School Career Fair; August 2009
High School Career Fair; August 2007
High School Career Fair; August 2006
University Convocation; December 2010
University Convocation; May 2010
University Convocation; December 2009
University Convocation; December 2008
University Convocation; December 2006
Volunteered at the La. DHH Special Needs Shelter during Hurricane Gustav;
September 2008
Volunteered at the La. DHH Special Needs Shelter during Hurricane Katrina;
September 2005
“Browse on the Bayou”; Spring 2008

School of Nursing

Implemented PreNursing Workshops for Fall/Spring to introduce freshman and transfer students to the Nursing profession, School of Nursing and College Success
Implemented articulation agreement with LCTCS and Oschner’s to provide pathway for BSN faculty at LCTCS and staff at Oschner’s to attain MSN degree at ULM
Implemented inaugural Nurse Boot Camp for high school students June 2022
Implemented FTRN articulation agreement with LCTCS to provide seamless educational bridge from ADN to BSN to increase number of baccalaureate prepared nurses.
AACN Leads-Implementation of Individual Leadership Project (ILP) for Fall 2021. Creating a touch point with first time Freshmen (ftf) majoring in PreNursing, utilizing Student Nurse Association (SNA) members as mentors.
AACN Leads-Advancing Academic Leadership Fellow 2021-2022
Vice Chair, Nursing Supply and Demand Council, 2021-2022
Blue Cross Blue Shield NELA HCA grant for adjunct nursing faculty. Coordinator with Workforce Development Board 83 to implement grant at ULM.
Member Louisiana Nursing Supply and Demand Council, 2019-2022
Treasurer, Louisiana Council of Administrators of Nursing Education 2018-2021
Wharton Executive Leadership Program Fellow August 2016
Selected by AACN as one of two faculty from School of Nursing to attend QSEN conference in San Antonio, January 2010
Served on Reaccreditation Committee and revised program plan in preparation for accreditation visitors, Summer and Fall 2009
SNA Faculty Advisor, 2007-2009

Coordinated/supervised ULM School of Nursing student-led presentations at Riser Middle School, Rayville Middle School, Winnsboro Middle School under Susan Komen grant, 2006-2008

Attended Nurse Educator's LTAC at Ft. Lewis, Wa, July 17-22, 2006 as SON and ULM Representative.

Assisted with pre-nursing advising, September 2006

Boy Scout Explorer Post; Spring 2008

Boy Scout Explorer Post; Fall 2007

Boy Scout Explorer Post; Spring 2007

Boy Scout Explorer Post; Fall 2006

Boy Scout Explorer Post; Spring 2006

Boy Scout Explorer Post; Fall 2005

University Committees

School Director Council-Chair 2022-2023

CARE Team 2021-2022

IRB Committee 2021-2022

IRB Committee 2020-2021

IRB Committee 2019-2020

Graduate Council 2022-2023

Graduate Council 2021-2022

Graduate Council 2020-2021

Graduate Coordinators 2021-2022

Graduate Coordinators 2020-2021

Advising Committee 2021-2022

Advising Committee 2018-2019

Advising Committee 2017-2018

Advising Committee 2016-2017

Advising Committee 2015-2016

Advising Committee 2014-2015

Conduct Standards Committee 2022-2023

Conduct Standards Committee 2021-2022

Conduct Standards Committee 2020-2021

Conduct Standards Committee 2019-2020

Conduct Standards Committee 2018-2019

University Medical Committee 2022-2023

University Medical Committee 2021-2022

University Medical Committee 2020-2021

University Medical Committee 2019-2020

Library Committee 2018-2019

Library Committee 2017-2018

Library Committee 2016-2017

Library Committee 2015-2016

Library Committee 2014-2015

Library Committee 2013-2014

Title IX Committee 2022-2023

Title IX Committee 2021-2022
Title IX Committee 2020-2021
Title IX Committee 2019-2020
Title IX Committee 2018-2019
Faculty Workload Committee 2015-2016
Foundation Awards for Excellence: Faculty University Selection Committee 2014-2015

College of Health and Pharmaceutical Sciences Committees

College Administrative Council 2017-2018
Dean Search Committee, College of Health Sciences (Chair) 2017-2018
Foundation Awards Committee (Chair) 2016-2017
Foundation Awards Committee 2015-2016
Foundation Awards Committee (Chair) 2014-2015
Tenure and Promotion Committee 2014-2015

College of Health Sciences Committees

Interprofessional Education Committee 2022-2023
Interprofessional Education Committee 2021-2022
Interprofessional Education Committee 2020-2021
Interprofessional Education Committee 2019-2020
Interprofessional Education Committee 2018-2019
Ethical and Professional Conduct Committee (Ex-officio) 2021-2022
Ethical and Professional Conduct Committee (Ex-officio) 2020-2021
Ethical and Professional Conduct Committee (Ex-officio) 2019-2020
Ethical and Professional Conduct Committee (Ex-officio) 2018-2019
College Administrative Council 2021-2022
College Administrative Council 2020-2021
College Administrative Council 2019-2020
College Administrative Council 2018-2019
Graduate Committee (ex-officio) 2021-2022
Graduate Committee (ex-officio) 2020-2021
Graduate Committee (ex-officio) 2019-2020
Graduate Committee (ex-officio) 2018-2019

School of Nursing Committees

Director overseeing all committee's July 2017-Present
Endowed Chair Search Committee (Chair) October 2016-March 2017
Admission and Academic Standards (Chair)-August 2014-August 2017
Tenure and Promotion (Chair)-February 2015-August 2017
Curriculum Committee-August 2014-August 2017
Convocation Committee (Chair)-January, 2011-May 2014
A & E-January, 2005-May 2014
Admission and Academic Standards-August, 2006-May, 2007, August 2011-May 2014
ULM SON Director Search Committee-2010-2011
Assessment and Evaluation (Chair)-August, 2006-August, 2010

Newsletter Committee-August, 2007-January, 2010
Reaccreditation Committee-January, 2009-December, 2009
Resource and Technology-August, 2005-May, 2006
Ethics, Bylaws, and Policies-August, 2005-May, 2006
Joan Borysenko Planning Committee-August, 2005 to March, 2006

PROFESSIONAL ORGANIZATION MEMBERSHIP

Sigma Theta Tau
Phi Kappa Phi
American Association of Colleges of Nursing
American Nurses Association
Louisiana State Nurses Association

AWARDS AND HONORS

Kitty DeGree Eminent Scholars Endowed Chair in Nursing
ULM Student Mentorship Program, Mentor of the Year, 2020
Willis Knighton Endowed Professorship for Nursing Past Holder
Sister Jerome Crowley Professorship in Nursing Past Holder
Glenwood Regional Medical Center Professorship in Nursing Past Holder
Laura C. Blair Scholarship UMMC 2011
Dean's Scholarship UMMC 2011-2012
AACN/AfterCollege Scholarship 2011-2012
Promise of Nursing NSNA Scholarship 2012-2013
Mississippi Baptist Hospital/Gilfoy School of Nursing Scholarship 2012-2013

PROFESSIONAL PRESENTATIONS

NATIONAL

Using the Nursing Skills Lab as a Clinical Site, poster presentation, January 4-7, 2009, Orlando, Florida, Mosby Faculty Development Institute.

REGIONAL

Mentoring for Student Retention, poster presentation, November 6, 2020, Virtual, Translating Research Into Practice Conference, OLOL, FMOLHS

The Nursing Practice Environment and Patient Satisfaction, podium presentation, April 15, 2016, Bossier City, Louisiana, 2016 Region 6 Annual Research & Evidence Based Practice Conference "Answering the Call: Nursing's Global Impact".

The Nursing Practice Environment and Value Based Purchasing, podium presentation, April 3, 2014, Jackson, Mississippi, UMMC, Ogilvie Papers Day, Sigma Theta Tau Symposium.

The Nursing Practice Environment and Patient Satisfaction, poster presentation, October 25, 2013, Jackson, Mississippi, UMMC, Research Day in the School of Graduate Studies in Health Sciences.

The Nursing Practice Environment and Patient Satisfaction, poster presentation, June 13, 2013, Jackson, Mississippi, UMMC, Doctoral Seminar Day.

The Nursing Practice Environment and Patient Satisfaction, poster presentation, April 25, 2013, Jackson, Mississippi, UMMC, Ogilvie Papers Day, Sigma Theta Tau Symposium.
An Analysis of Cultural Awareness, poster presentation, April 7, 2011, Jackson, Mississippi, UMMC, Ogilvie Papers Day, Sigma Theta Tau Symposium.
Using the Nursing Skills Lab as a Clinical Site, podium presentation, June 6, 2009, Little Rock, Arkansas, UAMS, Hats off to Nursing conference.

LOCAL

Mentoring for Student Retention, poster presentation, March 29, 2021, Virtual, College of Health Sciences, ULM
Disparities Committee Presentation-Race/Ethnicity/HCAHPS results, January 30, 2013, University of Mississippi Medical Center.
IWTP Workshop-Critically ill patients outside the ICU, July 5-9, 2010, University of Louisiana at Monroe.

SCHOLARLY PRESENTATIONS: Presented in partial fulfillment of University of Mississippi Medical Center PhD nursing criteria

March 2014: Dissertation Defense

May 2012: Research Proposal

May 2012: Funding Proposal

October 2011: Descriptive Phenomenology

July 2011: Culturally Competent Research of Internationally Educated Nurses

April 2011: Exploring Cultural Awareness and Role Performance for Internationally Educated Nurses

April 2011: When East Meets West

November 2010: Contemporary Epoch

PUBLICATIONS

An Integrative Review of the Nursing Practice Environment Using the PES-NWI Instrument.
Journal article submitted to SAGE Open, March 31, 2014.

Nursing's Ethical Responsibilities in Value Based Purchasing. Journal article submitted to OJHE Online Journal of Health Ethics, April 9, 2014. Accepted for publication Fall 2014.

EDITORIAL BOARDS, PUBLICATIONS REVIEWER

Online Journal of Health Ethics, 2014-Present. Publications Reviewer

Nursing Open, 2014-Present. Publications Reviewer

Book reviewer for *Saunders Strategies for NCLEX Success, 7th edition*, 2017

Book reviewer for *Effective Leadership and Management in Nursing, 8th ed.* 2016

Chapter contributor to *Healthcare System Transformation for Nurse Leaders: Creating a Culture of Caring.* 2013

SCHOLARLY PUBLICATIONS: Presented in partial fulfillment of University of Mississippi Medical Center PhD nursing criteria

March 2014: The Registered Nurse Perception of Nursing Practice Environment and Patient Satisfaction of Nursing Care in Acute Care Facilities

May 2012: Ethics and Minority Populations

May 2012: Research Proposal
May 2012: Funding Proposal
December 2011: Research Design
April 2011: Exploring Cultural Awareness and Role Performance for Internationally Educated Nurses
December 2010: Philosophical Underpinnings to Guide Dissertation Research
December 2010: Policy on Foreign Educated Nurses in the Nursing Workforce

GRANTS

Board of Regents, The Anatomage Clinical Table: bringing Pathophysiology and Clinical Care to Life, 2021 (Wendy Bailes (PI), Donna Glaze, Jan Shows, Caroline Carpenter, Susan Lacey)
Nursing Education Anywhere: A ULM Nursing Mobile Computing Initiative, 2009-10
Susan Komen Grant, Introduction to Adolescent Breast Health, 2007-8
Co-director of grant to reach adolescent girls in performing self-breast exams

RESEARCH

The Registered Nurse Perception of Nursing Practice Environment and Patient Satisfaction of Nursing Care in Acute Care Facilities. Specifically examining Academic Health Science Centers located within the Southern Region.

COMMUNITY SERVICE ACTIVITIES

LHC Group-St. Francis Specialty Hospital. Governing Board member 2013-Present
McClendon Baptist Church, Member 1991-present
Women's Adult I Teacher-August 2018-Present
Youth Leader 1991-1999
Sunday School Teacher-College, 2004-2008
Women's Adult I Class-August 2008-January 2011
Children's Department Secretary-January 2011-July 2011
Sunday School Teacher-1st Grade, March 2012-August 2012
Sunday School Teacher-3rd Grade, June 2014-2015
Sunday School Teacher-5th Grade, August 2015-July 2017
Haiti Mission Trip- May 2018
Haiti Mission Trip- May 2017
West Monroe High School Band Booster, Executive Board Vice President, 2016-2017
Glenwood Regional Medical Center School Based Health Clinic Committee Member, 2006-2016.
Servant Camp, Co-leader of mission's camp for 4th-5th graders, July 7-11, 2014.
Run for Mercy Committee Member, Mercy Ministries, May 2014-November 2014.
St. Francis Medical Center Ethics Committee Member, 2014.
Susan Komen, Race for the Cure, September 2013.
Student Life Camp, Attended weeklong camp as adult counselor with church, May 27-31, 2013.
Servant Camp, Co-leader of mission's camp for 4th-5th graders, July 8-12, 2013.
Susan Komen, Race for the Cure, September 2012.
Centurykid Ministries, Attended weeklong camp as adult counselor with church, July 23-27, 2012.
Servant Camp, Co-leader of mission's camp for 4th-5th graders, July 9-13, 2012.

Monroe Fire Department 5K run, assisted students with obtaining vital signs for runners pre and post race. October, 2011.
 Susan Komen, Race for the Cure, September 2011.
 Great American Cleanup, West Monroe, Louisiana, Picked up trash from 8-12 around downtown West Monroe, March 19, 2011.
 Centurykid Ministries, Attended weeklong camp as adult counselor and camp nurse with church, July 25-29, 2011.
 Servant Camp, Co-leader of mission's camp for 4th-5th graders, July 11-15, 2011.
 Monroe Fire Department 5K run, assisted students with obtaining vital signs for runners pre and post race. October, 2010.
 Centurykid Ministries, Attended weeklong camp as adult counselor with church, July 26-30, 2010.
 Ray of Hope Ministries, Monroe, Louisiana, Assisted on Friday mornings with organizing donations received to warehouse, Summer 2010
 World Vision Child Ambassador, World Vision Organization, 2009-2010
 St. Francis Medical Center School Based Health Clinic Committee Member, 2007-2008
 Dixie Softball Coach, West Monroe Dixie Youth, Spring 2008
 T-Ball Coach, West Monroe Dixie Youth, Spring 2007
 Soccer Coach, WOYSA, January 2005-December 2008
 Provided educational updates to area hospitals regarding Central line care, 2006-7
 Susan Komen, Relay for Life, 2006
 ACLS/PALS Instructor 2004-2006

CONTINUING EDUCATION

October 2022- Academic Nursing Leadership Conference, Washington, DC, 7.25 Contact Hours
June 2022-NONPF Faculty Workshop: BSN-DNP: Entry to Practice, Virtual, 14.9 Contact Hours
March 2022- Academic Nursing Leadership Conference, Washington, DC, 9.25 Contact Hours
October 2021-Academic Nursing Leadership Conference, Washington, DC 8.25 Contact Hours
June 2021- Advancing Academic Leadership for New Deans, Session 2, Virtual Conference
March 2021- Academic Nursing Leadership Conference, Virtual Conference 7.0 Contact Hours
March 2021-Advancing Academic Leadership for New Deans, Session 1, Virtual Conference
November 2020-TRIP Conference, Virtual
October 2019-Academic Nursing Leadership Conference, Washington, DC
March 2019-2019 Spring Executive Development Series Washington, DC
February 2019- Advancing Nursing Knowledge through Teaching, Service, and Research, Lambda Mu Sigma Theta Tau Conference, 5.5 credit hours
January 2019-Infusing Quality and Safety7 Education for Nurses into Your Curriculum, ULM KDSO, 5 Contact Hours
November 2018-201E: Facilitator Skills and IPE Event Design, UAMS Presentation, 3 credit hours
November 2018-Teaching Undergraduate Nursing Students in India: Viewing Service Learning from Two Unique Perspectives, 1 Contact Hour
October 2018-NGN Next Generation NCLEX Overview, LACANE Meeting, 4 credit hours
January 2018-NCLEX UPDATE from Mountain Measurement Workshop, 1 credit hour

October 2017-Plenary: National Policy Priorities to Address the Opioid Addiction, 2017 Academic Nursing Leadership Conference, 1 credit hour

October 2017-AACN Membership Meeting, 2017 Academic Nursing Leadership Conference, 2 credit hours

October 2017-Opening Plenary: Futuristic Problem Solving: Applying the Latest Technology Using the Lens of an Inventor, 2017 Academic Nursing Leadership Conference, 1.5 credit hours

October 2017-Emerging Solutions: Planning and Optimizing Budget Allocations, 2017 Academic Nursing Leadership Conference, 1.25 credit hours

October 2017-Emerging Solutions: Building Successful Academic-Practice Partnerships, 2017 Academic Nursing Leadership Conference, 1.25 credit hours

January 9, 2017-Test Construction and Item Analysis: A Workshop for Faculty at the School of Nursing University of Louisiana Monroe, 6 contact hours

November 10, 2016-Legal Matters for Academic Leaders, Nicholls State University, 4 contact hours

November 2016-Academia and Practice Closing Plenary: Continuing the Dialogue: Synthesis of Themes and Next Steps for Continued Collaboration between Chief Nursing Officers and Deans of Schools of Nursing, AACN 2016 Fall SemiAnnual Meeting, 1 credit hour

October 2016-Academia and Practice Plenary: Opportunities for Collaboration around Healthcare Transformation, AACN 2016 Fall SemiAnnual Meeting, 1.5 credit hours

October 2016-Academia and Practice Plenary: Forecasting the Future of Healthcare Delivery: A New Era for Academic Nursing, AACN 2016 Fall SemiAnnual Meeting, 1 credit hour

October 2016-Opening Plenary: Measures that Matter: Regarding Engaged Scholarship in Promotion and Tenure, AACN 2016 Fall SemiAnnual Meeting, 1.25 credit hours

October 2016-Leadership Plenary: Advancing Higher Education at the National Level: What Lies Ahead? AACN 2016 Fall SemiAnnual Meeting, 1 credit hour

October 2016-Emerging Solutions: Making Sense of Making Cents: Budgeting for Success, AACN 2016 Fall SemiAnnual Meeting, 1.25 credit hours

April 2016-Legal Issues in the Classroom: What do you Do?, ULM Kitty DeGree School of Nursing, 1 contact hour

April 2016-2016 Region 6 Annual Research & Evidence Based Practice Conference "Answering the Call: Nursing's Global Impact", NSU Nursing CE & Beta Chi, STTI, 6.25 contact hours

December 2015-Transformational Leadership-A Growing Promise for Nursing, ANCC, 1 contact hour

December 2015-Staying Cool Under Fire, OnCourse Learning, 1 contact hour

April 2015-Region 8 Coalition Forum, ULM Kitty Degree School of Nursing, 3.5 contact hours

January 2014-Dissertation Research, University of Mississippi Medical Center, PhD, 4 credit hours

August 2013-Dissertation Research, University of Mississippi Medical Center, PhD, 1 credit hour

August 12, 2013-Highlights from 2013 QSEN National Forum: Embracing New Heights, ULM Kitty Degree School of Nursing, 1 contact hour.

May 14, 2013-Writing NCLEX style Test Items to Promote Critical Thinking, ULM Kitty Degree School of Nursing, 5 contact hours.

March 18, 2013-Inside Story on Cardiac Surgery, ULM Kitty Degree School of Nursing, 1 contact hour.

January 2013- Dissertation Research Proposal, University of Mississippi Medical Center, PhD, 1 credit hour

August 2012- PHN 780, Special Topics-HCAHPS, University of Mississippi Medical Center, PhD, 3 credit hour

August 2012-Dissertation Research Proposal, University of Mississippi Medical Center, PhD, 1 credit hour

August 2012- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour

June 2012-PHN 780, Writing for Proposal, University of Mississippi Medical Center, PhD, 2 credit hour

June 2012- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour

February 2012- Southern Nursing Research Conference, February 22-25, 2012, New Orleans, Louisiana

January 2012-Writing for Funding, University of Mississippi Medical Center, PhD, 2 credit hour

January 2012-Ethics in Research, University of Mississippi Medical Center, PhD, 2 credit hour

January 2012-Data Collection and Analysis, University of Mississippi Medical Center, PhD, 3 credit hour

January 2012- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour

August 2011- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour

August 2011- Qualitative Research, University of Mississippi Medical Center, PhD, 3 credit hours

August 2011-Quantitative Research Designs, University of Mississippi Medical Center, PhD, 3 credit hours

June 2011- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour

June 2011-PHN 780, Database entry, University of Mississippi Medical Center, PhD, 2 credit hours

June 2011-Transcultural Nursing Research, University of Texas Tyler, PhD, 3 credit hours

January 2011-Phenomena in Nursing Research, University of Mississippi Medical Center, PhD, 3 credit hours

January 2011-Theory Construction & Testing, University of Mississippi Medical Center, PhD, 3 credit hours

January 2011- Biostatistics II, University of Mississippi Medical Center, PhD, 3 credit hours

January 2011- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour

August, 2010-Philosophy of Science, University of Mississippi Medical Center, PhD, 3 credit hours

August, 2010-Health Policy and the Health System, University of Mississippi Medical Center, PhD, 3 credit hours

August, 2010-Biostatistics I, University of Mississippi Medical Center, PhD, 3 credit hours

August, 2010-Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour

June 21, 2010-July 2, 2010, Ethics of Nursing, NCSBN, 4.80 contact hours.

June 21, 2010-July 2, 2010, Professional Accountability and Legal Liability, NCSBN, 5.40 contact hours.

January 13-15, 2010, QSEN Education Consortium, 13.5 contact hours

May 16, 2009, Certified Nurse Educator prep course, 8 contact hours.

February 16, 2009, Tips for writing NCLEX style multiple choice items, 1.5 contact hours.

January 4-7, 2009, Mosby Faculty Development Institute, 24.2 contact hours.

August 11, 2008, Nursing Test Construction Workshop, 7 contact hours.
June 5, 2008-June 6, 2008, Hats off to Nursing, 8 contact hours.
March 5, 2008-April 15, 2008, Test Development and Item Writing, 17.5 contact hours.
January 11, 2008, NCLEX Update and Overview 2007, 2 contact hours.
January 28, 2008, The Cultures of SimMan©: Simulating Safe Cultural Competency, 2 contact hours.
November 29-December 1, 2007, AACN 2007 Baccalaureate Education Conference: Striving for Quality in Baccalaureate Nursing Education, 10.75 contact hours.
November 6, 2006, Helping Students Navigate the Content: Evidence Based Teaching Strategy, 4 contact hours.
November 3, 2006, Current Trends in Diabetes Management, 4 contact hours.
September 26, 2006, Assessment and Evaluation of Learning, 3 credit hours.
September 22, 2006, Program Validation Tools-6 contact hours.
August 15, 2006, Design and Process of Curriculum Development, 3 credit hours.
July 4, 2006, Teaching and Learning Strategies, 3 credit hours.
May 16, 2006, Role of the Health Care/Nursing Educator, 3 credit hours.
April 25, 2006, Nursing Practicum-B, 2 credit hours.
March 30, 2006, Diversity in the Workplace-Glenwood Regional Medical Center
March 30, 2006, Rapid Regulatory Compliance-Glenwood Regional Medical Center
March 9, 2006, Nursing Law Update, 2006, Southwest Seminar Association, 6 contact hours
February, 2006, Research Utilization Project, University of Phoenix, MSN, 3 credit hours.
January, 2006, Population-Focused Health Care, University of Phoenix, MSN, 3 credit hours.
October 18, 2005, Guidelines for Medical/Legal Documentation, Glenwood Regional Medical Center, 2.7 Contact hours
October, 2005, Leadership and Management in Nursing and Health Care, University of Phoenix, MSN, 3 credit hours.
September, 2005, Financial Resource Management, University of Phoenix, MSN, 3 credit hours.
August, 2005, Nursing Practicum A, University of Phoenix, MSN, 1 credit hour.
June, 2005, “Influencing the Future of Nursing and Health Care”, University of Phoenix, MSN, 3 credit hours.
May, 2005, “Dynamics of Family Systems”, University of Phoenix, MSN, 3 credit hours.
March, 2005, “Analysis of Research Reports”, University of Phoenix, MSN, 3 credit hours.
January, 2005, “Hepatitis C: What Clinicians and other Professionals Need to Know”, Center for Disease Control, 3 contact hours.
January, 2005, “Theoretical Foundations of Practice”, University of Phoenix, MSN, 3 credit hours.

Updated 9/2023

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

PERSONNEL COMMITTEE

April 25, 2024

Item J.3. **University of New Orleans'** request for approval to appoint Dr. Randall Langston as Vice President for Enrollment Management effective May 8, 2024.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Randall Langston as Vice President for Enrollment Management effective May 8, 2024 at an annual salary of \$207,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans' request for approval to appoint Dr. Randall Langston as Vice President for Enrollment Management effective May 8, 2024.*



THE UNIVERSITY *of*
NEW ORLEANS

OFFICE OF THE PRESIDENT

April 23, 2024

Dr. Richard J. Gallot, Jr.
President
The University of Louisiana System
1201 North Third Street
Baton Rouge, LA 70802

Dr. Gallot,

The University of New Orleans (UNO) requests approval to hire Dr. Randall Langston as Vice President for Enrollment Management. Dr. Langston's start date will be May 8, 2024, and his salary will be \$207,000.

Thank you for consideration of our request.

Sincerely,

Kathy E. Johnson
President

Enclosures:

Langston Cover Letter

Langston CV

Langston References

Randall J. Langston, Ph.D.
770 Harrington Lane
Celina, TX 75009
(585) 315-6278

February 4, 2024

University of New Orleans

Job Title: Vice President for Enrollment Management

Dear Search Committee Members:

I am writing to express my interest in the **Vice President for Enrollment Management** position at your university. I see this as an unusually attractive opportunity and am submitting my resume for your review and consideration.

Currently, I serve as Founder and Principal Consultant at SEM Consulting in a freelance role I have held since 2017. However, most recently I served as Senior Associate Vice President for Enrollment Management at The University of Southern Mississippi (USM), a public four-year Carnegie R1 institution enrolling nearly 14,000 undergraduate and graduate students. In this highly visible role on campus and a budget of over \$8M, I provided leadership to 80 staff in the Division of Enrollment Management including Directors/Dean in the following departments: Undergraduate Admissions, Financial Aid, Registrar, Undergraduate Scholarships, Online Learning and Enrollment, USM Coastal Enrollment, dotted line leadership to Graduate Admissions, dotted line leadership to International Admissions, and a PeopleSoft Administrator.

Please find below narrative which includes my perspective and vision related to congruency between my experiences and the individual you seek along with selected achievements at The University of Southern Mississippi.

Perspective and Vision

Develop and execute a Strategic Enrollment Management Plan and provide strategic visionary leadership to grow enrollment.

In leadership roles at various universities across the nation, I have undertaken the responsibility of creating data-driven and goal driven strategic enrollment management (SEM) plans that encourage collaboration across the campus. As such, I am very interested in working with the Executive Leadership Team to set 3-5-year enrollment goals and implement strategies to realize those goals. With experience at diverse higher education institutions, my roles at each school have involved executing a comprehensive vision for strategic enrollment management at the

campus level. As such, I have taken a leading role in building institutional support by engaging in collaboration through complete transparency.

Recognizing the significance of student retention, my role extends to collaborating on holistic advising, implementing progressive policies and processes, and spearheading student success initiatives. By fostering these aspects, I am dedicated to not only increasing enrollment but also ensuring a thriving academic environment that encourages sustained student success.

In previous roles, I have assumed responsibility of crafting specialized, **data-driven/data informed strategic enrollment plans** that not only consider the student experience but also harness the skills and abilities of our staff. This effort takes the following components to be successful including: clearly articulating the “vision” associated with the plan, “synching” the SEM plan with the institutional mission and strategic plan, setting enrollment goals and KPI’s consistent with institutional goals, building dynamic brand (or augmenting brand) messaging and establishing comprehensive communication plans.

At USM, I was laser focused on connecting SEM planning and **developing strategies to address crucial enrollment imperatives**. Throughout my career, I have immersed myself in quantitative data analytics by interpreting and acting upon statistical results. This experience has laid a foundation that is profoundly data-centric and data-informed, allowing me to apply this knowledge and insights to the work we do.

My work with statistics has also frequently involved **predictive modeling**. Together, with highly skilled Institutional Research (IR) teams at USM (and at other institutions), I developed statistical models to better identify variables which directly influence enrollment behavior and segment prospective student populations at all levels of the admissions funnel. By examining past longitudinal data through linear regression, these outcomes are then translated into predictive model scores which illuminate the propensity of student matriculation through the assignment of a “likelihood score” to enrollment. These “scores” can then predict with high confidence a student’s likelihood to convert from applicant to accept and accept to enroll.

In the realm of data analytics, I have also been involved in crafting **predictive yield models** for enrollment. These endeavors have involved refining our enrollment strategies, spanning from applicant targeting to conversion within the admissions process, all aimed at enhancing matriculation and retention rates. This effort encompasses messaging and marketing activities at various stages, including pre-admission, applicant engagement, and post-admission phases. To achieve this, we employed a diverse range of communication channels, such as email, social media, CRM, personalized outreach, and the application of generative artificial intelligence.

Provide inspirational, visionary, and cohesive leadership for the Enrollment Management Team

In my role as a leader in enrollment management, I am committed to providing inspirational, visionary, and cohesive leadership that fosters accountability and a dynamic and results-driven

work environment. I believe that effective leadership goes beyond simply managing tasks; it involves being a positive change agent by motivating and guiding individuals toward a shared vision while promoting collaboration and unity among team members.

To inspire the team, I focus on cultivating a positive and empowering atmosphere that encourages creativity, innovation, and a sense of purpose. I understand the importance of setting a compelling vision that aligns with both organizational goals and the aspirations of individual team members. By effectively communicating this vision, I aim to instill a sense of passion and dedication within the team, driving them to excel in their respective roles.

Furthermore, my leadership style emphasizes cohesion and collaboration. I recognize the strength that comes from a unified team, and I actively work to build strong relationships among team members. Through open communication, mutual respect, and a commitment to inclusivity, I foster an environment where diverse perspectives are valued, and teamwork is prioritized.

Cultivate collaborative relationships with university colleagues and external constituencies to ensure consistent strategic enrollment management success.

A critical aspect of a successful enrollment management strategy hinges on establishing meaningful connections with internal and external stakeholders. As such, I am excited about the prospect of contributing to the university by cultivating collaborative partnerships across various university constituencies. In my previous roles in enrollment management, I have sought to enhance the recruitment process by engaging faculty, staff, senior leadership, alumni, and students. Through targeted outreach programs and inclusive events, I have successfully created cohesive recruitment ecosystems, where each constituent played a crucial role in achieving our enrollment goals. This experience has instilled in me a deep appreciation for the power of collective effort and the importance of fostering a shared vision for the institution's growth.

My approach to galvanizing university constituencies involves employing effective communication strategies and building relationships grounded in mutual respect. By fostering a sense of pride and commitment among faculty, staff, and students, I can inspire a collective dedication to the university's enrollment objectives. This collaborative spirit not only strengthens the recruitment process but also contributes to a positive and vibrant campus culture. I am eager to bring these skills and experiences to the University of New Orleans, where I am confident in my ability to lead and motivate diverse stakeholders towards realizing and exceeding the institution's enrollment goals.

Commitment to access and sense of belonging -an appreciation for the diversity of the University of New Orleans student body and a strong commitment to access and student success.

Throughout my career in Enrollment Management, I have consistently demonstrated a steadfast commitment to Diversity, Equity, and Inclusion (DEI) in the recruitment process, along with a proven track record of actively seeking and serving a diverse student body. For example, during

my tenure as Executive Vice Provost at UCM, I played a particularly prominent role in advancing DEI initiatives, both within my division and across the entire campus. In this capacity, I assumed responsibility for the comprehensive oversight of all Title III programs. UCM's grant for \$1.62M served to increase student success, retention, and completion by front-loading academic and social support for first-year and at-risk students through summer bridge programs, wrap-around programming, and targeted academic advising (onboarding and first-year programs)

In addition, I established an Enrollment Management Diversity Advisement Recruitment committee with the primary objective of exploring strategies to attract and retain a greater number of diverse students, matching the retention rates of non-diverse students more effectively. This approach resulted in a notable increase of 0.5% in underrepresented student populations. While this percentage might appear modest, it translated to an approximate increase of 90 students, a significant achievement, especially considering the context of rural Missouri.

Achievements at The University of Southern Mississippi

Significant Enrollment Increases at The University of Southern Mississippi

Enrollment had been static or declining for many years at The University of Southern Mississippi and I was hired to reinvigorate enrollment and recruitment operations. This past year my team and I implemented numerous innovative initiatives designed to make an immediate impact and stabilize enrollment at the institution. My experience includes partnering with our staff to enhance and refine marketing and communication strategies and encompassing various channels such as print, CRM, social media, and video. As a result of these exhaustive efforts, first-year and transfer new student enrollment for Fall 2023 was up +8.05% (+232 students). Specifically, new first-year student enrollment surged by +9.93% (+159 students), while new transfer student enrollment marked a 5.53% rise, translating to +73 new students. Notably, both undergraduate and graduate international enrollments reached record highs, including a 157% increase (+74 new students) in first-year international student enrollment. The momentum extended to online new student enrollment, which exhibited a strong 6.2% uptick (130+ students) year over year.

Having reviewed the position qualifications, I believe my broad knowledge and understanding of strategic enrollment management, along with a commitment to the core values and mission of a university such as yours could make me a great fit for your institution! I look forward to learning more about your school and am excited to join the team as your next Vice President for Enrollment Management!

Sincerely,

Randall Langston, Ph.D.

Randall J. Langston, Ph.D.

Phone: 585-315-6278

Email: randall45840@yahoo.com

LinkedIn: www.linkedin.com/in/randall-langston-ph-d-81011449

SUMMARY OF QUALIFICATIONS

Proven administrator with 25 years of expertise in enrollment management at public and private four-year universities nationwide. Broad experience in providing vision, creativity, and leadership in enrollment management, financial aid leveraging, personnel, budgeting, marketing, and organizational and staff development. A high energy team player who is goal driven, task oriented, mission centered, and presents entrepreneurial and strategic approaches in working collaboratively across the institution in the achievement of shared goals and objectives.

EDUCATION

Ph.D. University of The Free State, Republic of South Africa 2017
Non-Profit, fully accredited (AACSB, Department of Higher Education and Training in South Africa) higher education institution enrolling 33,000 students from 40 countries and ranked #10/123 on the African Continent and #1,269 globally (out of 31,135 institutions) by *Webometrics*. Ranked #11 in South Africa and 930/3,000 globally by *University Ranking and Academic Performance (URAP)* [B+ Ranking]

Major: Higher Education Studies

Dissertation: *Understanding Leadership Among Senior Enrollment Management Leaders and their Followers: A Multiple Case Study*

M.Ed. Texas Tech University, Lubbock, TX 1995
Higher Education Administration
Specialization: College Student Personnel Administration

B.S. Sam Houston State University, Huntsville, TX 1994
Major: Political Science
Minor: Speech Communication

RECENT ACHIEVEMENTS AT THE UNIVERSITY OF SOUTHERN MISSISSIPPI

STUDENT ENROLLMENT & FINANCIAL AID

- Fall 2023 1st day of classes for new first-year/transfer student enrollment for **Fall 2023 up +8.05% (+232 students), for a total entering class of 3,111 vs. 2,879 Fall 2022**
- Fall 2023 First-year new student enrollment up +9.93% (+159)
- Fall 2023 New transfer student applications up 35.95% (+998) and new transfer enrollment up 5.53%

- New first-year student applications for International students +47.02% (+241) and enrollment established new records and enrollment increased 157% or +74 students.
- Fall 2023 Online admits were up +21.51% or +145 admits. Online enrolled were up +3% or +92 enrolled for Fall semester.
- Spearheaded working together with leadership in the USM Center for Military Veterans, Service Members, and Families to create, for first-time, scholarships which provide new opportunities for military to attend USM. The highlight of this program included a Tuition Assistance Program which closed the financial gap between what they were awarded by the military and our published tuition rate. As a result of these efforts, 73 additional students started Fall 2023.
- Led efforts in the utilization of predictive modeling and analytics – At USM we completely “re-visioned” the admissions funnel for application and yield conversion in which the university had been utilizing for decades. Spearheading the effort, and in close coordination with Institutional Research, we implemented a quantitative “predictive modeling” approach in which utilized statistical regression to examine predictor variables backwards in time longitudinally via examining parameter variables related to enrollment patterns and assigning “likelihood” scores for students individually at the admit stage.

ENROLLMENT MANAGEMENT AND ACADEMIC COLLABORATION

- Was the face of EM in communicating with campus Deans. Assumed leading role in communicating enrollment data to the campus as well as working very closely with academic leadership (Provost, Deans, and Associate Deans) in assisting them to understand complexities associated with enrollment management and work together strategically to solve issues and advance our agenda.
- Developed transparent open lines of communication at USM with senior administrative staff, division directors, and faculty which resulted in very warm and professional working relationships.
- At USM I worked “shoulder to shoulder” with academic leadership in supporting new innovative academic programs and approaches to recruitment and enrollment management. Together, with the Executive Provost and other key university officials, we meet to strategically plan for new enrollment and discuss current enrollment initiatives.
- Engaged with Deans in assisting them in their individual enrollment management activities especially surrounding the utilization of predictive modeling and their efforts on department scholarship selection and marketing initiatives for their colleges.

EXTERNAL COLLABORATIONS

- Collaborated with local community college leadership and USM Academic Affairs to forge innovative partnerships. These ventures involved establishing teaching sites at our Gulf Coast campus, embedding Admissions Recruiters within these schools, and assigning USM credit evaluators to the community colleges.
- Led all efforts in the creation, development, and implementation of three “Concurrent Enrollment” Memorandum of Understanding (MOU’s) between USM and our local community colleges designed to promote simultaneous cross institutional enrollment at both institutions while permitting students to earn credit hours at each school and enjoy the use of facilities at both institutions.

PROFESSIONAL EXPERIENCE

SEM CONSULTING, LLC

2017-

Founder and Principal Consultant (Freelance)

Provides strategic direction to higher education institutions in areas such as institutional marketing, enrollment planning, recruitment strategy, data analytics, and predictive modeling,

- Formulated effective marketing and enrollment initiatives that operated within the institution's existing financial boundaries, leveraging novel analytics and predictive modeling techniques for optimal achievement.
- Evaluates the institutional culture and operational posture of admissions offices and makes recommendations and provides “roadmaps” to enhance efficiency and contribute to overall success.

THE UNIVERSITY OF SOUTHERN MISSISSIPPI

2022-2023

The University of Southern Mississippi is a public four-year Carnegie R1 Doctoral University – Very high research activity enrolling 14,000 Undergraduate and Graduate students and accredited by The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Senior Associate Vice President for Enrollment Management

In this highly visible role on campus, I provided leadership to Directors/Dean for the following departments: Undergraduate Admissions, Financial Aid (FA budget of \$174.86M), Registrar, Undergraduate Scholarships, Online Learning and Enrollment, USM Coastal Enrollment, dotted line leadership to Graduate Admissions, dotted line leadership to International Admissions, and a PeopleSoft Administrator. Total staff in the departments I supervised include 80 full-time employees and \$8M in total budget.

- Created and developed reliable enrollment goals and projections using mathematical and statistical data analytics achieving 97% accuracy for Fall 2023 projection.
- Pioneered predictive modeling implementation, enhancing lead-to-enroll strategies. Led all efforts to implement predictive modelling on campus and, as a result of these efforts we utilized statistical procedures in the lead to enroll, applicant to enroll, and admit to enroll modelling. This included the development of a custom predictive model to statistically rate, by likelihood to enroll for each purchased name and includes an individual statistical score by likelihood to enroll. Data from the predictive modeling was utilized to segment marketing (i.e., developing a marketing communication package) for students based upon their score.

UNIVERSITY OF CENTRAL MISSOURI

2020-2022

The University of Central Missouri is a public four-year primarily residential Master’s comprehensive (larger programs) regional university enrolling nearly 13,000 Undergraduate and Graduate students and accredited by the Higher Learning Commission (North Central Association of Colleges and Schools).

Executive Vice Provost for Enrollment Management

In this highly visible role on campus, I provided leadership for the following departments: Undergraduate Admissions, Financial Aid (FA budgets of \$84 million), Career Services, Military and Veteran’s Services, Student Support Services, Learning Commons (Writing Center), Veterans Upward Bound and, Title III Grants and Academic Success Advising. Total

staff in the departments I supervised included 53 FTE and an overall Division of Enrollment Management budget of over \$7 million.

- *Previously also served as Interim Dir. of Admissions (Sept 2021-March 2022)*
- *Previously also provided leadership for the Registrar's Office and International and Graduate Student Services prior to these departments being re-aligned (2020-21)*

Selected Achievements include:

- Developed a new strategic enrollment plan for the Enrollment Management division (Divisional and by administrative department) which aligned with UCM's mission
- Following 5 years of enrollment declines (both Freshmen and total campus enrollment), we experienced the following achievements: Admit increases were top in the state among all public universities and 2x the increase of our nearest competitor.
- Spearheaded the comprehensive adoption of Predictive Modeling on campus, leading to a significant transformation in our enrollment strategies.

TEXAS WOMAN'S UNIVERSITY, Denton, TX 2017-2020

With an enrollment of nearly 16,000 students, Texas Woman's University (TWU) is the nation's largest public university primarily for women and the 7th most diverse public higher education institution in the United States. TWU has campuses located in Denton, Dallas, and Houston and offers degree programs in the liberal arts, nursing, health sciences, business, and education.

Vice President for Enrollment Management

Cabinet level position responsible for providing strategic, visionary and over-arching leadership to an entrepreneurial enrollment management division by developing and implementing SEM plans which were both innovative and entrepreneurial. The Vice President for Enrollment Management provided leadership to 78 FTE staff within the following units: Offices of Admissions, Registrar, Financial Aid, Scholarships, and the Office of Admissions Processing where divisional budgets totaled approximately \$5 million. Selected achievements included:

- Formulated enrollment strategies aligned with TWU's distinctive mission and strengths, spearheading the university's SEM strategy.
- Surpassed previous enrollment benchmarks, achieving record enrollments across undergraduate, graduate, and professional programs on all campuses and online. • Provided oversight for a high-volume admission processing operation, handling over 23,000 applications annually.
- Engineered comprehensive systems and structures to guide enrollment planning and decision-making across all levels, ensuring the execution of a holistic recruitment and retention plan targeting diverse populations, including underrepresented minorities, first-generation students, geographically diverse groups, and various majors.

SUNY - BROCKPORT - State University of New York, Brockport, NY 2012-2017

Part of the State University of New York (SUNY) system, SUNY - Brockport is a public four-year masters comprehensive (Larger Programs) liberal arts college enrolling nearly 7,000 undergraduate and graduate students. Brockport is consistently ranked by *U.S. News* in the top tier of Master's-granting colleges in the Northeast Region.

**Assistant Vice President for Enrollment Management
Acting Director of Undergraduate Admissions**

Senior level enrollment management position within the Enrollment Management and Student Affairs Division with monthly (rotational) representation on Presidential Cabinet. This position played a major role in coordinating, implementing, and evaluating the college's strategic recruitment with responsibilities which included: providing vision, leadership, budget oversight, and institutional coordination to the Office of Admissions, Office of Financial Aid, Office of Academic Advisement, and the Registrar.

➤ *Previously (2012-13) also provided leadership for the Office of Retention Services, Office for Student Disabilities, and Office of Career Services prior to these departments being re-aligned under Student Affairs*

- Provided leadership for an overall staff of 48 and managed an operating budget of \$3 million and a financial aid award budget expenditures of \$77.3 million
- Spearheaded efforts to create enrollment projection models –created statistical and mathematical projection models that better informed the campus regarding future enrollment
- Diversity enrollment –Provided special attention to increasing access to students in inner city and economically challenged areas of the state resulted in significant gains in minority recruitment and enrollment. Fall 2016 enrollment included 30% of the admit pool were minority compared to just 14.1% in 2012.

UNIVERSITY OF NORTHERN COLORADO, Greeley, CO 2009-2012
Multi-purpose four-year public doctoral research university serving more than 9,000 students each semester and offering more than 200 undergraduate, graduate, and online programs.

Executive Director of Enrollment Management

Senior level enrollment management position with responsibilities that included providing vision, leadership, budget oversight, and institutional coordination to the Office of Admissions, Office of Financial Aid, and the Registrar which comprised 53 exempt and classified staff and approximately 60 student staff/ambassadors.

UNIVERSITY OF COLORADO AT COLORADO SPRINGS, Colorado Spgs., CO 2008-2009
Public four-year public Master's comprehensive university enrolling 11,300 undergraduate and graduate students.

Director of Admissions Services

Senior level admissions position with responsibilities which included leadership in undergraduate admissions, admissions processing, student recruitment, and services for international students which comprised 20 FTE in these divisional areas.

THE UNIVERSITY OF FINDLAY, Findlay, Ohio 2004-2007
Private four-year university serving 3,395 undergraduate and graduate students

Director of Undergraduate Admissions

Responsibilities included leadership and oversight of the Undergraduate Admissions division which included 14 professional staff and 21 student staff. As the chief admissions officer, primary responsibilities consisted of design, development, and implementation of integrated marketing, recruitment, and enrollment management plans for undergraduates and transfer students.

A selective private four-year Carnegie R1 Doctoral University – Very high research activity with nearly 12,000 students and 300 nationally recognized academic programs.

**Associate Director of Admission/Southern Regional Director (based in Austin, TX)
Assistant Director of Admission**

Enrollment Outcomes

Fall 2023 highlights at The University of Southern Mississippi

- 1st day of classes for new first-year and transfer student enrollment for Fall 2023 up +8.05% (+232 students), for a total entering class of 3,111 vs. 2,879 Fall 2022
- First-year new student enrollment up 9.93% (+159)
- New transfer student applications up 35.95% (+998) and new transfer enrollment up 5.53%
- Fall 2023 new first-year student applications for International students up +47.02% (+241) and enrollment established new records
- Fall 2023 Online admits were up +21.51% or +145 admits. Online enrolled were up +6.2% or +130 new students enrolled for Fall semester.

Spring 2022 highlights at the University of Central Missouri

In the face of a challenging environment marked by a 12% decline in Missouri's statewide college-bound population over the past three years, compounded by shifting demographics and the impact of COVID, UCM stood out as the lone university among a total of 49 in the state to achieve concurrent growth in Freshmen, Transfer, Graduate, and international student headcounts. UCM experienced tremendous increases in the Spring for total student Headcount (+10.57% or +1,116 additional headcount), Student credit hours (+8.77%) and international populations (+200%)

- Total new students (undergraduate, graduate, degree seeking, non-degree seeking): +66.7%
- Total Graduate (new, continuing, degree seeking, non-degree seeking): up 48.58%
- International: up 200%

Fall 2021 highlights at the University of Central Missouri

Following 5 years of enrollment declines (both Freshmen and total campus enrollment), we experienced the subsequent achievements: current completed applications +8%; admits (+24%). Admit increases were tops in the state among all public universities and 2x the increase of our nearest competitor. Admit to matriculation predicted yield equated to one of largest entering class in years which included the first time in nine years where we experienced a Fall-to-Fall increase. This work included instilling a data driven data informed culture, revamping messaging on the CRM, engaging in purposeful communication and outreach which is both genuine and authentic, revisioning the entire admissions funnel especially in the funnel through conversion and yield activities, and empowering admissions counselors. Further work was done to join Marketing and Communications division staff in order to fully integrate their work with Enrollment Management and Admissions.

Fall 2021 Highlights - UCM

- Overall Campus enrollment +5.7% (first increase in 6 years)

- New Freshmen Enrollment +6.8% (first increase in 9 years)
 - New FR Credit hours +5.7% (+903.5 cr. hrs.)
- New Transfer Enrollment +8.68% (first increase in 6 years)
 - New TR Credit hours +8.1% (+681 cr. hrs)
- Overall International Enrollment +26.7%
- New International student enrolment +139% (record year over year increase)

Fall 2019 Highlights - TWU

- **Record campus enrollment.** 2.01% increase in total enrollment (+326 HC) year over year.
- **Record enrollment on Denton main campus** (+2.61% or +340 HC)
- **Record number of diversity on campus.** 4% increase in Undergraduate and 5.3% increase in campus diversity year over year
- 2nd highest number for new Freshmen enrolled in TWU history
- **Record number** of freshmen applications

Spring 2019 Highlights- TWU

- 2.48% overall increase in campus enrollment (+359 HC)
- 3.59% overall increase on Denton main campus enrollment (+428 HC)
- Among new degree seeking students, university realized an increase of 8.34% versus spring of previous year.
- **Record number** of new Graduate applications (+30.14%), accepted (+52.29%) and enrolled (+43.56%) versus previous year.

Fall 2018- TWU

- **Record number** of new freshmen student applications (+4.05% year over year)
- **Record number** of students admitted in top 10% of HS class
- 3.7% increase in Hispanic student enrollment year over year

Fall 2017

- **Record number** of new freshmen students' applications (+3.27% year over year)
- New Graduate student increases year over year represent +11.54%

Fall 2016 Highlights

- **Record enrollment (over past 30 years) of first-year students**
- **Record diversity enrollment of first year students**
- 5.3% increase in enrollment of first year students (+61 over record year)
- 1st to 2nd year retention increase from 81.9% to 82.4%

Spring 2016 Highlights

- 1.87% increase in overall undergraduate campus enrollment (+112 students)
- 2.92% increase in new transfer students.
- Returning Fall to Spring Semester students increased from 91.4% in 2014 to 92.0%
- Collaborated closely with our primary community college partners over the past three years prior and were able to say that, for the first time, we were the top SUNY four-year institution for both local community colleges.

Fall 2015 Highlights:

- Final first year data reflects the fact that the college **successfully enrolled its largest First Year Class in 30 years.**

- Minority students in the first-year class rose to a record 24.1% of the class in 2015 versus 18.8% in 2013.
- Admissions from minority students also rose to record numbers in 2015 as they represented 29.9% of the pool versus 20.2% in 2013.

Fall 2014 Highlights

- Despite funding that has dropped in NY State by 11.1% per student and an average tuition increase of \$1,215 over the same period, record number of applications for 2013 and 2014.
- Brockport was #1 of 12 SUNY university Master's degree granting Comprehensive Colleges in terms of year over year application increases.
- Brockport experienced an increase of 11.7% in apps from 2013 to 2014 compared to the average of 2.7% within this group of colleges.

Fall 2013 Highlights

- Number of first-year minority applicants increased by 21% or +639 applications.
- Number of first-year minority acceptances surged by 40% or +240 acceptances.
- Number of first-year minority deposits increased by 19.37% or +31 deposits.

Fall 2008 Highlights

- Total campus Undergraduate enrollment increased 4.26% (+262 students) and credit hours increased by 4.77% or + 4,174 credit hours.
- Transformed enrollment management efforts which resulted in an increase in first-year applications by 23.7%.
- Established a new UCCS record for aggregate total number of applications received
- Record number of new first-time students enrolled in Fall 2008 which included a 14 percent increase in new first year students

RELATED EXPERIENCES

University Committees- Serving as the Chair

- 1) Special Admissions Committee (Chair) – Adjudication of applicants with criminal background (2009-2010)
- 2) Admissions Marketing Team (Chair) – (2009)
- 3) FirstSTEP Committee (Chair) – Decision Making team consisting of representatives from UNC and Aims Comm. College (2009)
- 4) Pre-Collegiate Subcommittee (Co-Chair) (2009)
- 5) Enrollment Management Planning Team (Chair) Charged with spearheading all university efforts in collaborating and designing a comprehensive campus enrollment management plan for the University of Northern Colorado (2010-2012)
- 6) Strategic Financial Aid Oversight and Implementation Team (Chair) – (2010-2012)
- 7) Financial Aid, Registrar and Admissions Strategic Discussion Team (Chair) (2010-2012)
- 8) TWU Program Integrity Advisory Team (Chair) includes monitoring new HEA legislation as related to reauthorization, streamlining processes, and informing the compliance practices that are in place to support HEA (2018-2020)
- 9) Strategic Enrollment Management Committee (Chair) Campus wide committee charged with reviewing issues of enrollment management interest (2020-2022)
- 10) Scholarship Review Committee (Co-chair) Campus wide committee charged with reviewing new and innovative fiscally responsible approaches to scholarship awarding and financial aid leveraging (2020-2022)

- 11) Reconsideration Committee Chair (2021) Presidential level appointment on committee responsible for adjudicating tenure and non-tenure track faculty appeals of those who had been downsized due to retrenchment

Recent University Committees- Serving as a Member (2012 – Current)

- 1) Presidential Advisory Committee (2012-2015)
- 2) Enrollment Assessment Team Steering Committee (2012-2015)
- 3) Enrollment Assessment Team (2012-2017) EM Divisional Assessment Issues
- 4) Enrollment Management Taskforce (later Committee) (2012-2017)
- 5) Retention, Recruitment and Outreach Sub-committee (2012-2017)
- 6) Philanthropy and Engagement Advisory Committee (2015-2017)
- 7) Institutional Readiness and Self-Assessment Team (2015)
- 8) Periodic Review Report Compliance Committee (2016-2017)
- 9) Civil Service Employees Association Labor Management Meetings (2016-2017)
- 10) University of Central Missouri Strategic Leadership Team (2020-2022)
- 11) General Education Fiscal Review Committee (2020-2022)
- 12) Provost Council (2020-) Academic leadership team consisting of Provost, Executive Vice Provost, Associate Provosts, and Deans
- 13) University Compliance Committee (2020-2022)
- 14) Strategic Planning Committee (2020-2022) Committee charged with revamping university strategic plan
- 15) Data Governance Group (2021-2022)
- 16) University of Southern Mississippi Senior Leadership Team (2022-2023)
- 17) Emergency Response Team (2022-2023)

Recent Search Committee Assignments (2012-Current)

- 1) Search Committee Enrollment Management Statistical Analyst (2012)
- 2) Search Committee (Chair) First Year Experience Coordinator (2013)
- 3) Search Committee (Chair) Second Year Experience Coordinator (2013)
- 4) Hiring Authority Academic Compliance Officer (2013)
- 5) Search Committee (Chair) Associate Director of Undergraduate Admissions (2014)
- 6) Search Committee (Chair) Director of Undergraduate Admissions (2014)
- 7) Search Committee (Chair) Director of Undergraduate Admissions (2015) Re-open search
- 8) Search Committee (Chair) Admissions Advisors and Admissions Assistants (2015)
- 9) Search Committee (Chair) Assistant Vice President for Student Affairs (2016)
- 10) Hiring Authority Admissions Advisors and Admissions Assistants (2017)
- 11) Search Committee Dean, College of Arts and Sciences (2017)
- 12) Hiring Manager – Director of Financial Aid (2018)
- 13) Search Committee Vice President for University Advancement (2018)
- 14) Hiring Manager Director of Admissions (2019)
- 15) Hiring Authority Director of Admissions (2021)
- 16) Hiring Authority Director of Graduate and International Student Services (2021)
- 17) Search Committee (Chair) & Hiring Authority Title III Project Mgr./Director of First Year Programs (2021)
- 18) Hiring Authority Assistant Vice Provost for Enrollment Management/Director of Admissions (2021)
- 19) Search Committee Chair/Hiring Authority Admissions Counselors (2022)
- 20) Search Committee Chair/Hiring Authority Transfer Admissions Counselor (2022)
- 21) Search Committee Chair/Hiring Authority Admissions Event Manager (2022)
- 22) Search Committee Chair/Hiring Authority Academic Support Services Manager (2022)

Selected Speaker Presentations (Including Keynotes and Honorarium)

Langston, R., Konscak, M., Bennett, A., Benvenuti, L., and Causey, C. (2023). **Growing Student Enrollment with GRIT**. University of Southern Mississippi Faculty First Week Conference, August 2023, Hattiesburg, MS.

Langston, R. (2023). **COVID and the Cliff: Managing Student Enrollment and Institutional Finance During Uncertain Times**. University Leadership Summit, February 2023, Los Angeles, CA.

Langston, R. (2022). **Application of Predictive Modelling Within Strategic Enrollment Management**. AACRAO Annual Meeting, April 2022, Portland, OR

Langston, R. (2022). **Navigating Institutional Enrollment Management in a Pandemic**. Roundtable Discussion. University Leadership Summit, February 2022. Miami, FL

Langston, R. (2021). **Predictive Modelling 101: A Statistical Primer for Enrollment Management Professionals**. American Association for Collegiate Registrars and Admissions Officers (AACRAO) SEM Annual Conference. November 2021, Aventura, FL

Langston, R., Hunt, J. & Matasar, R. (2021). **Using Social Media to Influence College Decision Making**. Marcus Evans and Tipping Point Communications National Webinar. Virtual. April 2021.

Findley, M., Langston, R., Swink, D. & Thorn, E.A. (2021). **Ensuring Equity-mindedness in Postsecondary Education**. Presentation to KC Scholars Organization. Virtual. February 2021.

Langston, R. (2020). **Re-Imagining Graduate Enrollment Management: Strategic Approaches for Leveraging Scholarships to Impact Yield and Campus Revenue**. Approved for presentation at the American Association for Collegiate Registrars and Admissions Officers (AACRAO) Annual Conference. April 2020, New Orleans, LA. (Conference cancelled)

Langston, R. (2020). **Strategic Enrollment Management: Utilizing Statistical Models to More Effectively Recruit and Retain students**. Accepted for presentation at the American Association for Collegiate Registrars and Admissions Officers (AACRAO) Annual Conference. April 2020, New Orleans, LA. (Conference Cancelled)

Langston, R., & Kapinus, C. (2019). **Integrating Traditional EM practices into a Robust and Successful Graduate Enrollment Management Strategy for Recruitment**. AACRAO SEM Conference. November 2019, Dallas, TX.

Langston, R. (2019). **Re-visioning Graduate Enrollment Management: Strategic Approaches for Leveraging Scholarships to Impact Yield and Campus Revenue**. Texas Association for College Admissions Counseling Conference (TACRAO), November 2019, Galveston, TX.

Langston, R. (2019). **The Outlook on Enrollment: Addressing Enrollment Challenges to Remain Competitive**. University Leadership Summit, October 2019. Palm Beach, FL

Langston, R., & Kapinus, C. (2019). **Graduate Enrollment Management: Successfully Leveraging Scholarships to Impact Yield and Campus Revenue**. National Association for

Graduate Admissions Professionals (NAGAP) National Conference, April 2019. Toronto, Ontario, Canada.

Langston, R. (2019). Pre-Conference Workshop: **Statistics Primer for Enrollment Management**. Academic Impressions conference – Data Informed Decision-Making in Strategic Enrollment Management Conference. Serving as faculty and presenter at the event. February 2019, San Diego, CA. *Honorarium*

Langston, R. (2018). **Case Study: Data-Based Decision-Making in Financial Aid**. Academic Impressions conference Data Informed Decision-Making in Strategic Enrollment Management Conference. Serving as faculty and presenter at the event. February 2019, San Diego, CA. *Honorarium*

Langston, R. (2018). **Understanding the Role that Enrollment Management Plays within the Scope of a Universities Operations: Practical Examples Using Data Informed Approaches and Mathematical Applications**. University Leadership Summit, Palm Beach, FL.

Crew, R., Moser, S., & Langston, R. (2018). **Steering the Higher Education Business Model to Success**. Panel Discussion. University Leadership Summit, Palm Beach, FL.

Smith, C., Langston, R., & Miller, K. (2018). **It Takes a Village: SEM Team Dynamics**. AACRAO National Webinar. Panel Discussion.

Langston, R. (2018, October). **Predictive Models for Enrollment: A Showcase of Three Examples**. Academic Impressions National Webinar.

Langston, R., Hamner, M., & Stankey, M. (2018). **Hidden in plain sight: A case study into designing sophisticated statistical model grids that leverage student-credit hour production with revenue opportunities to uncover often overlooked students**. AACRAO SEM Conference, November 2018, Washington, D.C.

Rogers, G., Alderman, R., Langston, R., & Mortensen, T. (2018). **Leveraging Data-Driven Insights to Evolve Your Enrollment Operation**. Texas Association for College Admissions Counseling Annual Conference, April 2018, Galveston, TX.

Langston, R. (2018). Pre-Conference Workshop: **Statistics Primer for Enrollment Management**. Academic Impressions conference - Effectively Leveraging Data in Enrollment Management. Serving as faculty and presenter at the event. March 2018, Baltimore, MD. *Honorarium*

Langston, R. (2018). **Case Study: Data-Based Decision-Making in Financial Aid**. Academic Impressions conference - Effectively Leveraging Data in Enrollment Management. Serving as faculty and presenter at the event. March 2018, Baltimore, MD. *Honorarium*

Langston, R. & Rhyneer, M. (2017). **Case Studies on Successful Implementation of Financial Aid Leveraging: Utilizing Statistical and Mathematical Data Analysis to Better Inform Your Strategic Allocation Efforts**. AACRAO SEM Conference, October 2017 Phoenix, AZ. ***National Student Clearinghouse Research Center Award**

Langston, R. (2017). **Utilization of Big Data in Higher Education and Enrollment Management.** Poster Presentation. 2017 AACRAO SEM Conference, October 2017 Phoenix, AZ.

Neely, P. & Langston, R. (2017). **“Big data” in Education.** The Center for Excellence in Learning and Teaching Brown Bag Discussion. The College at Brockport, Brockport, NY.
Academic Presentation to Business Faculty and Guests

Langston, R., Marthers, P., & Rhyneer, M. (2017). **Making Enrollment Numbers Despite Demographic Decline.** College Board Middle States Regional Forum. March 2017, Brooklyn, NY.

Langston, R. (2017). Pre-Conference Workshop: **Statistics Primer for Enrollment Management.** Academic Impressions conference - Effectively Leveraging Data in Enrollment Management. Serving as faculty and presenter at the event. February 2017, Denver, CO.
Honorarium

Langston, R. (2017). **Case Study: Data-Based Decision-Making in Financial Aid.** Academic Impressions conference - Effectively Leveraging Data in Enrollment Management. Serving as faculty and presenter at the event. February 2017, Denver, CO. *Honorarium*

Langston, R. (2017). **Internal vs. External SEM Data.** Academic Impressions conference - Effectively Leveraging Data in Enrollment Management. Serving as faculty and presenter at the event. February 2017, Denver, CO. *Honorarium*

Langston, R. (2017). **How Ready Are You? Understanding the Motivations of Generation Z Students at Your College or University.** SUNY Auxiliary Services Association, January 2017, Verona, NY. Turning Stone Resort and Casino. **Closing Keynote Speech ** *Honorarium*

Langston, R. (2016). **Successful Application of Financial Aid Leveraging at you College or University: Utilization of Statistical Data Analysis to Better Inform your Strategic EM Efforts.** 2016 AACRAO SEM Conference, November 2016, San Antonio, TX.

Langston, R. & Loreto, D. (2016). **Strategic Enrollment Management for Chief Enrollment Officers: Effective use of Statistical data and Predictive Modeling.** 2016 SUNY Chief Enrollment Officers (CEO) in conjunction with the Association for Institutional Research and Planning Officers (AIRPO) Annual Meeting, June 2016, Buffalo, NY.

Langston, R. (2016). **Case Study: Data-Based Decision-Making in Financial Aid.** *Academic Impressions* conference - Enrollment Management: Taking a More Data-Informed Approach. Serving as faculty and presenter at the event. February 2016, Phoenix, AZ. *Honorarium*

Langston, R. (2016). **Internal vs. External SEM Data.** Academic Impressions conference - Enrollment Management: Taking a More Data-Informed Approach. Serving as faculty and presenter at the event. February 2016, Phoenix, AZ. *Honorarium*

Langston, R., Lundeen, K., & Williams, B. (2016). **What Does It Mean to Be “Data-Driven” in Enrollment Management?** Academic Impressions conference - Enrollment Management: Taking a More Data-Informed Approach. Serving as faculty and presenter at the event. February 2016, Phoenix, AZ. *Honorarium*

Langston, R. & Loreto, D. (2015). **Strategic Enrollment Management: Effective Utilization of Predictive Modeling from Inception to Matriculation**. AACRAO SEM Conference, November 2015, Hollywood, FL. ***National Student Clearinghouse Research Center Award***

Awards

2019 – Pioneer Proud Award – Awarded as a result of peer nomination related to leadership embodying values for which the university stands for.

2017- National Student Clearinghouse Research Center Award for excellence for session at AACRAO SEM Conference titled: *Case Studies on Successful Implementation of Financial Aid Leveraging: Utilizing Statistical and Mathematical Data Analysis to Better Inform Your Strategic Allocation Efforts*.

2017 – Selection as a “Leader and Innovator” in the field of Enrollment Management by the *Enrollment Management Report* (Jossey-Bass/Wiley Publication).

2016-2017 SUNY Outstanding Student Affairs Program Award - Enrollment Management, Financial Aid, Orientation, Parents, First-year, Other-year, and related Category for: *Seamless Integration of Predictive Analytics and CRM within an Undergraduate Admissions Recruitment and Marketing Plan*. **Top award for enrollment management within the 64 School system of SUNY.**

2015 - National Student Clearinghouse Research Center Award for excellence for session at AACRAO SEM Conference titled: *Strategic Enrollment Management: Effective Utilization of Predictive Modeling from Inception to Matriculation*.

2011 - University of Northern Colorado - Citation for recognition associated with exceeding enrollment targets.

Professional Publications

Refereed Publications & Book Chapters

- Langston, R. (2018). Giving Back: Reflections on Mentoring Support and Success. In H. Zimar & J. Montgomery (Eds.), *Mentoring in Higher Education: Practical Advice and Leadership Theories* (pp. 211-220). Washington, DC: AACRAO.
- Langston, R. & Loreto, D. (2016). Seamless integration of predictive analytics and CRM within an undergraduate admissions recruitment and marketing plan. *Strategic Enrollment Management Quarterly*, 4(4) 161-172.
- Langston, R., Wyant, R., & Scheid, J. (2016). Strategic Enrollment Management for Chief Enrollment Officers: Practical Use of Statistical and Mathematical Data in Forecasting First-Year and Transfer College Enrollment. *Strategic Enrollment Management Quarterly*, 4(2) 74-89.
- Langston, R. & Scheid, J. (2014). Strategic enrollment management in the age of austerity and changing demographics: Managing recruitment, leveraging, revenue, and access in challenging economic times. *Strategic Enrollment Management Quarterly*, 2(3) 191-210. doi: 10.1002/sem3.20048
- Langston, R., McClain, G., Stewart, B., & Walseth, J. (1998). An exploration of strategies which

elementary principals new to their schools use to learn about their school culture. ERIC Database (ED 421 769)

Non-Refereed Publications

- Langston, R. (2018). Giving back to the profession: Reflections related to mentoring support and success. *College and University Journal*, 93(2) 35-38.
- Langston, R. (2017). Creating a data-driven culture within your enrollment management operations. *Enrollment Management Report*
- Langston, R., Williams, B., & Dysart, J. (15 November 2016). *What's Next for Data-Informed SEM?* Academic Impressions – Higher Ed. Impact. Retrieved from <http://www.academicimpressions.com/news/whats-next-data-informed-sem>
- Langston, R., Williams, B., & Dysart, J. (January 2016). What's Next for Data-Informed SEM? *Enrollment Manager*, 13(1). Retrieved from: <http://www.dwyereducationstrategies.com/>
- Langston, R. (2011, Winter) Engaging in Research – Lessons Learned, Lessons Shared. *National Association of Student Personnel Administrators Region IV West*.
- Langston, R. (2011, Spring) Improving Collegiate Retention & Helping Students be Successful - Research and Applications. *National Association of Student Personnel Administrators Region IV West*.

State and National Committee Service

- American Association of Collegiate Registrars and Admissions Officers (AACRAO)
 - Group I Program Committee Coordinator (2021-) Responsible for Coordination of all committee Chairs under Group I
 - Chair - Group I - Enrollment Management and Retention Committee (2019-2021)
 - Vice-Chair - Group I - Enrollment Management and Retention Committee (September 2015-2018)
 - AACRAO – Annual Meeting Program Committee (2018 Orlando Conference)
 - AACRAO – Annual Meeting Program Committee (2016 Phoenix Conference)
- Texas Council of Public University Presidents and Chancellors - Enrollment Services Efficiency Committee/ESEC (2017-2020)
- Board Member/Advisory Council for *Enrollment Management Report* (2016-)
- Proposal reader of presentations for possible inclusion into the 2015 NACAC National conference in San Diego, CA. (2015)
- *Enrollment Management Report* (Jossey-Bass/Wiley Publication) designated “Expert” and service as an Advisory Panel Member responsible for writing scholarly level articles promote and inform EM leaders nationwide on issues related to innovation and cutting-edge ideas in the profession. (2017-)
- SUNY Chief Enrollment Officers Council (2012-2017)
- *NextStepU* National Advisory Board for Underserved students (2015-2016)
- Conference Board of Associated Research Councils (CBARC) and the Council for International Exchange of Scholars (CIES) to serve as an Educational Administration Peer Review Committee for the **Fulbright Specialist Program. (2011-2014)**
- United Way of Denton County Board of Directors (2017-2018)
- Missouri Statewide Enrollment Managers Group (2020-2022)
- Mississippi Enrollment Management Meeting Planning Team (2022-)
- Mississippi Enrollment Managers Group (2022-)

Professional Organizations

American Association of Collegiate Registrars and Admissions Officers (AACRAO)

Southern Association for College Admission Counseling (SACAC)

REFERENCES

Randall Langston, Ph.D.

Amy Chasteen, Ph.D. (Immediate Past Supervisor at USM)
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