

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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.1.**      **Grambling State University's** request for approval to appoint Dr. Obadiah Simmons, Jr. as Interim Dean of the College of Education effective May 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Obadiah Simmons, Jr. as Interim Dean of the College of Education effective May 1, 2024 at an annual salary of \$114,750. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University's request for approval to appoint Dr. Obadiah Simmons, Jr. as Interim Dean of the College of Education effective May 1, 2024.*



K.1.

Office of the President

August 1, 2024

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

**SUBJECT: REQUEST FOR APPROVAL TO APPOINT DR. OBADIAH SIMMONS, JR.  
AS INTERIM DEAN OF THE COLLEGE OF EDUCATION**

Grambling State University respectfully requests approval to appoint Dr. Obadiah Simmons, Jr. as Interim Dean of the College of Education, effective May 1, 2024 at an annual salary of \$114,750.

Your favorable consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Martin Lemelle, Jr.".

Dr. Martin Lemelle, Jr.  
President

ML:lml

Attachment



## **Obadiah J.K. Simmons, Jr.**

P.O. Box 710  
Grambling, LA 71245

(318)247-8678

[osimmonsjr@yahoo.com](mailto:osimmonsjr@yahoo.com)

### **EDUCATION**

- Ph.D. Educational Administration (Administration of Higher Education), College of Education, Texas A&M University, College Station, TX, December 1988 Dissertation: A Regional Analysis of Academic and Athletic Reputations of NCAA Division I-A Institutions
- M.A.T. Physical Education, School of Education, University of North Carolina, Chapel Hill, NC, August 1976
- B.S. Secondary Education (Health, Physical Education and Safety), College of Education (Cum Laude), Grambling State University, Grambling, LA, December 1974

### **CONTINUING EDUCATION**

- Quality Matters Online Instructional Training, Office of Distance Learning, Grambling State University, May 2020
- Investigative Training, EEO Advisory Committee, U.S. EEO Commission New Orleans Division, June 5, 2014
- Moodle Level II Training Workshop, Office of Distance Learning Grambling State University, Fall 2011
- Overview of Laws Enforced by EEOC, U.S. Equal Employment Opportunity Commission, New Orleans Field Office, March 26, 2008
- Writing A Competitive Contract Proposal, National Cancer Institute (NCI) Workshop, Dillard University, New Orleans, LA, March 20 – 23, 2002
- Louisiana Boating Basics Course, Department of Wildlife & Fisheries, State of Louisiana, Baton Rouge, August 24, 2000
- Participant, Inaugural National Enrollment Management Institute, Denver, CO, 1996
- Participant, Inaugural HBCU Enrollment Management Institute, Hampton, VA, 1995
- Participant, ACHE Minority Leadership Institute, Jackson, MS, 1993
- Participant, 16<sup>th</sup> Richard F. Stephens Student Affairs Institute, National Association of Personnel Administrators (NASPA), June 1990, Oakland, CA

### **PROFESSIONAL CERTIFICATION**

Recreational Sports Specialist, National Intramural –Recreational Sports Association (NIRSA), March 1984, Corvallis, OR

**PROFESSIONAL EXPERIENCE**

**University Administration (Grambling State University)**

- 05/01/24 – Present    Interim Dean, College of Education & Head/Director,  
Department of Kinesiology, Sport & Leisure Studies
- 07/01/21 – 03/30/24    Interim Executive Director, Office of Graduate Studies & Head/Director,  
Department of Kinesiology, Sport & Leisure Studies
- 07/01/20 – 06/30/21    Interim Dean, College of Educational and Graduate Studies &  
Head/Director, Department of Kinesiology, Sport & Leisure Studies
- 01/01/17 – 06/30/20    Head/Director, Department of Kinesiology, Sport & Leisure Studies
- 05/01/15 – 12/31/16    Interim Athletic Director & Head/Director, Department of Kinesiology,  
Sport & Leisure Studies/Sport Administration Graduate Program
- 08/11/14 – 01/01/15    Interim Head/Director & Associate Professor, KSLS
- 07/01/05 – 07/31/08    Associate Dean, College of Professional Studies
- 07/01/00 – 06/30/05    Dean, Continuing Education & Special Programs
- 11/01/97 – 06/30/00    Acting Dean, Continuing Education & Special Programs
- 07/01/94 – 10/30/97    Director, Special Programs
- 07/01/93 – 06/30/94    Dean of Admissions/Assistant Director of TQM
- 07/01/90 – 06/30/92    Dean of Enrollment Management
- 07/01/89 – 06/30/90    Dean, Student Life
- 07/01/87 – 06/30/89    Associate Dean, Student Development
- 07/01/81 – 06/30/87    Director, Intramural-Recreational Sports
- 07/01/80 – 06/30/81    Assistant Director, Intramural-Recreational Sports

**Community College Administration (Austin Community College)**

- 07/01/77 – 06/30/80    Coordinator of Intramurals (Ridgeview Campus)

**Curriculum Vita of Obadiah Simmons, Jr.**  
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**Faculty Appointments**

- 07/01/96 – Present Associate Professor of Health & Physical Education  
Grambling State University
- 08/11/08 – 07/31/14 Associate Professor & Robert L. Piper Endowed Professor of Health,  
Physical Education, & Recreation, Grambling State University
- 07/01/89 – 06/30/04 Assistant Member - Graduate Faculty, School of Graduate Studies &  
Research, Grambling State University
- 07/01/80 – 06/30/96 Assistant Professor of Health & Physical Education  
Grambling State University
- 07/01/77 – 06/30/80 Instructor of Health & Physical Education  
Austin Community College, Austin, TX

**Related Teaching Experience**

- 08/15/75 – 05/14/76 Graduate Teaching Assistant, Department of Physical Education,  
University of North Carolina, Chapel Hill, NC
- 01/01/75 – 05/30/75 Substitute Teacher (K-12), Taylor School District, Taylor, MI

**PUBLICATIONS**

**Conference Proceedings (Non-Journal)**

- Simmons, Jr. O.J.K. (2001, November). Change is good. (Ed.) Barrineau, I. T. In Proceedings of  
the 63<sup>rd</sup> Annual Conference of the Association of Continuing Higher Education. p. 31
- Simmons, Jr. O.J.K., Epps, I. E., Mills, J. F. & Morgan, M. (2001, November). Conquering the  
digital divide: A 21<sup>st</sup> century mandate for HBCUs. (Ed.) Barrineau, I.T. In Proceedings of the  
63<sup>rd</sup> Annual Conference of the Association of Continuing Higher Education. p. 41

**Journal**

- Harris, B., Gipson, C., Daniel, W. & Simmons, Jr. O. (2014). Enhancing the sports administration  
program at Grambling State University. LAHPER Journal, 77(2), 12
- Carpenter, D.S., Dickson, M.A., & Simmons, O.J.K. (1988). Issues in quality assessment in  
higher education. Georgia Journal of College Student Affairs, 3(2), 21

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**WORKS IN PROGRESS**

Simmons, O.J.K., Bradford, T. and Livingston, A. An academic model for administering and intercollegiate athletic program

Simmons, O.J.K. A history of athletic administration at Grambling State University

Simmons, O.J.K. and Lewis, E.G. A pictorial history of athletics at Grambling State University

**INSTRUCTIONAL ASSIGNMENTS**

**Grambling State University (1980-24)**

|          |   |
|----------|---|
| HED 100  | First Aid   |
| HPR 201  | Personal Health                                     |
| KNES 200 | Micro-computer Based Applications for P.E. & Sport  |
| KNES 201 | Foundations of P.E. & Sport                         |
| KNES 212 | General Safety                                      |
| KNES 214 | Individual/Team Sports                              |
| KNES 215 | Individual/Team Sports                              |
| KNES 221 | Sociological/Psychological Aspects of P.E. & Sport  |
| KNES 307 | Coaching the Young Athlete                          |
| KNES 313 | Measurements and Tests in Phys. Educ.               |
| KNES 319 | Motor Learning                                      |
| KNES 401 | Organization & Administration of P.E.               |
| KNES 404 | Adapted Physical Education                          |
| PE 101   | Beginning Swimming                                  |
| PE 113   | Weight Training                                     |
| PE 168   | Aerobic Fitness                                     |
| PE 168   | Bowling   |
| TREC 304 | Programming in Recreation                           |
| REC 489  | Special Topics                                      |
| SPM 405  | Event Management & Planning in Sport Marketing      |
| SPM 409  | Governance in Sport Management                      |
| SPM 417  | Marketing in Sport Management                       |
| SPA 501  | Legal Aspects of Sport Administration               |
| SPA 502  | Sport Finance                                       |
| SPA 505  | Intro to Sport Administration                       |
| SPA 509  | Sport Governance                                    |
| SPA 511  | Technical Writing in Sport Administration           |
| SPA 513  | Internship in Sport Administration                  |
| SPA 514  | Research in Sport Administration                    |
| SPA 515  | Independent Study in Sport Administration           |
| SPA 517  | Marketing in Sport Administration                   |
| SPA 518  | Ethics in Sport Administration                      |
| SPA 525  | Computer-Based Applications in Sport Administration |

**Curriculum Vita of Obadiah Simmons, Jr.**  
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**Austin Community College (1977-80)**

First Aid  
Basketball  
Disco Dancing  
Jogging  
Weight Training  
Sports Awareness

**GRANTS**

Grambling State University (Internal via Title III)

\$80,000 Expanding the Role, Scope and Function of the Office of Credit Programs (2001-02)

\$85,000 Strengthening the Department of Credit Programs (2000-01)

\$68,000 Developing an Infrastructure for the Division of Continuing Education & Special Programs (1998-00)

\$47,500 Enhancing the GSU Comprehensive Counseling Center (1989-90)

\$45,000 Developing a Comprehensive Counseling Center (1988-89)

**OTHER FUNDING CONTRACTS, GRANTS & RELATED PROJECTS**

2008-09     \$200,000     Congressional Appropriations Grant Award entitled Creating Honorable Opportunities Involving Community, Education, and Service (CHOICES)

2008-09     \$237,500     Project EMERALD (continuation) grant award via SBA

2007-08     \$250,000     Congressional Appropriations Grant Award to Expand Minority Entrepreneurship Regionally Across the Louisiana Delta (EMERALD), U.S. Small Business Administration (SBA)

2005-06     \$20,000     A contract from the Louisiana Department of Social Services to assist with the Rural Outreach Initiative of the Internal Revenue Service for eligible recipients of the Earned Income Tax Credit (EITC) Program

2004-07     \$90,000     Sub-Contractor for HBCU Service-Learning Consortium via Xavier University of Louisiana and Dillard University, New Orleans, LA (Xavier University was Lead University and Fiscal Agent for the grant)

2002-08     \$65,000     Mid-South Delta Leaders (MSDL) through the W.K. Kellogg Foundation & Mid-South Delta Initiative (MSDI) via Delta State University

2002-05     \$500,000     Congressional award to Equip a Lifelong Learning & Technology Complex from the Fund to Improve Post-Secondary Education (FIPSE)

**Curriculum Vita of Obadiah Simmons, Jr.**  
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**UNFUNDED GRANT PROPOSALS**

- |         |           |  |
|---------|-----------|--|
| 2018-19 | \$100,000 | Strategies That Offset and Prevent (STOP) Child Abuse and Neglect in St. Tammany Parish Louisiana in the amount of \$100,000. Program is a special initiative funded through the Office of the Governor of Louisiana   |
| 2002-07 | \$500,000 | Educational Partnership with Edgenics, Inc. as part of a USDA Loan/Grant in the amount of \$11.1 million to develop online Professional Development courses for uncertified teachers throughout the 55-county and Parish Tri-State (AR/LA/MS) Mid-South Delta Region |

**OTHER RELATED APPOINTMENTS & AWARDS**

Who's Who Worldwide Platinum Edition, Who's Who Registry (1992-23)

Distinguished Faculty Award, Robert L. Piper Endowed Professor in Kinesiology, March 22, 2017, Grambling State University, Grambling, LA

Appreciation Award for service to his alma mater as Interim Athletic Director, January 10, 2017, Grambling State University, Grambling, LA

Recipient, (Dr.) Eddie G. Robinson, Sr. Endowed Professor of Kinesiology, Grambling State University, Grambling, LA (2015)

Service-Learning Certificate of Recognition, Grambling State University, September 27, 2012, Grambling, LA

Certificate of Appreciation, Grambling State University, Summer Camps (August 11, 2011)

Outstanding Service Award, The Round Table Associates, Inc., 2003 National Forum & Training Institute, Grambling, LA September 12, 2003

Membership Induction, Pi Gamma Mu International Honor Society in Social Science, LA Eta Chapter-Grambling State University (2002)

Faculty Development Leave (1984-87), Office of Academic Affairs, Grambling State University, Grambling, LA

Graduate Research Assistantship (1985-86), Department of Educational Administration, College of Education/Graduate School, Texas A&M University, College Station, TX

Limited Service Fellowship (1975-76), Graduate School, University of North Carolina, Chapel Hill, NC

Graduate Teaching Assistantship (1975-76), Graduate School, University of North Carolina, Chapel Hill, NC

Junior Rotarian, Taylor Rotary Club, Taylor, MI (1970)

**Curriculum Vita of Obadiah Simmons, Jr.**  
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**UNIVERSITY COMMITTEE SERVICE (Selected)**

Chair, Academic Standing Policy Committee (2021)  
Chair, Hearing Panel, Title IX/EEO Grievance Hearing (2020)  
Chair, Panel A, University Grievance Hearing (2018)  
Chair, GSU Athletic Council (2008-09)  
Member, University Policy Review Committee (2008)  
Member, College of Education Research Symposium Committee (2008)  
Chair, GSU-NCAA Athletics Certification Self-Study Steering Committee (2006-08)  
Member, President's Administrative Council (2004-08)  
Member, University Planning Committee (2001-05)  
Member, Distance Learning Committee (2001-05)  
Member, Council of Academic Deans (1997-05)  
Member, Academic Affairs Administrative Council (1997-05)  
Vice Chair, GSU Technology Council (2001-04)  
Chair, Academic Standing Committee (2000-02)  
Chair, GSU-NCAA Athletics Certification Self-Study Steering Committee (1997-99)  
Member, GSU Licensing Committee (1994-95)  
Member, GSU SACS Steering Committee (1988-90)

**PROFESSIONAL SERVICE (Selected)**

Institutional Representative, SWAC Hall of Fame Nominating Committee (2006-16)  
Member, Board of Directors, Delta Citizens Alliance (DCA), Greenville, MS (2009)  
Chair, LAHPERD General Division (Research), Baton Rouge, LA (2009)  
Chair-Elect, LAHPERD General Division (Research Section) Baton Rouge, LA (2008)  
Consultant, Edgenics, Inc./Mid-South Delta Region, Matawan, NJ (2008)  
Mid-South Delta Leaders (MSDL) Louisiana State Coordinator (2003-08)  
Member, UCEA South Institutional Issues Committee (2007)  
Louisiana State Co-Coordinator, Mississippi Delta Grassroots Caucus (2005)  
Member At-Large, LACHE Executive Board (2004)  
Member, UCEA South Planning Committee (2003)  
Member, Louisiana Campus Compact Statewide Advisory Committee (2003)  
Proposal Reviewer, FIPSE, U.S. Department of Education (2003)  
President, Louisiana Association for Continuing Higher Education (2002-03)  
President, African Americans in Louisiana Higher Education (2001-03)  
Field Consultant, Council of Private Independent Colleges and Universities (2001-02)  
Institutional Representative & Member, MSDC Advisory Board (2001)  
Member At-Large, UCEA Futures Community of Practice (1999)  
Statewide Telecommunications Task Force, University of Louisiana System (1994-97)  
Member, ACHE Program Planning Committee (1996)  
Participant, ACHE Minority Leadership Institute, Jackson, MS (1993)  
Circuit Representative, ASJA 5<sup>th</sup> Circuit (1992)  
Chair, Affirmative Action Committee, NIRSA (1983)

**Curriculum Vita of Obadiah Simmons, Jr.**  
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**COMMUNITY SERVICE (Selected)**

Chair, Board of Trustees, NLMC, Ruston, LA (2013-18)  
Chapter, The Links, Inc., GSU, Grambling, LA (2015)  
Clinician, Wilbert Ellis Summer Baseball Clinic, Ruston, LA (2008-13)  
Member, Board of Trustees, Northern Louisiana Medical Center, Ruston, LA (2011)  
DCA21st Century Organization Leadership Award, Delta Citizens Alliance, Greenville, MS (2009)  
Volunteer, PA Announcer, Ruston High School Baseball Team, Ruston, LA (2007)  
Volunteer Coach, Ruston Youth Baseball League, Ruston, LA (2004)  
Aquatics Coordinator, National Youth Sports Program (NYSP), Grambling State University (Summer 1980-84)  
Inaugural Juneteenth Committee, Town of Grambling, Grambling, LA (1980)  
Presentation, Tips and Techniques for Promoting Health Living: The African American Male, Health Awareness Seminar (Phase IV), The Monroe-Grambling

**PROFESSIONAL PRESENTATIONS (Selected)**

Co-Presenter, Faculty Research and Creative Works Symposium, Grambling State University, Grambling, LA (2018)  
Speaker, Entrepreneurship Technical Assistance Workshop, GSU, Grambling, LA (2017)  
Presenter, Shreveport Parks & Recreation Seminar, Shreveport, LA (2014)  
Presenter, Southern District AAHPERD, Lexington, KY (2013)  
Presenter, Inaugural Symposium, Texas Southern University, Houston, TX (2009)  
Panelist, UCEA South Region Annual Conference - Houston, TX (2007)  
Panelist, MDGC Annual Conference - Little Rock, AR (2007)  
Panelist, Mississippi Delta Grassroots Caucus - Washington, DC (2006)  
Panelist, LACHE Spring Meeting - Alexandria, LA (2006)  
Co-Presenter, Eradicating Poverty in LA, Monroe Civic Center, Monroe, LA (2004)  
Co-Presenter, LA HBCU Consortium, New Orleans, LA (2004)  
Presenter, ACHE Region VII Annual Conference, - Montgomery, AL (2003)  
Co-Presenter, 63<sup>rd</sup> Annual Meeting of ACHE - Vancouver, BC, Canada (2001)  
Co-Presenter, FYE Annual Retention Conference - Austin, TX (1995)  
Presenter, The Lost Art of Officiating, LAHPERD, Baton Rouge, LA  
Presenter, You Can Go Home Again, LAHPERD, Baton Rouge, LA

**PROFESSIONAL MEMBERSHIPS (Selected-Former & Current)**

African Americans in Louisiana Higher Education (AALHE)  
American Alliance for Health, Physical Education, Recreation and Dance (AAHPERD)  
Association for Continuing Higher Education (ACHE)  
Louisiana Association for Colleges of Teacher Education (LACTE)  
Louisiana Association for Health, Physical Education, Recreation and Dance (LAHPERD)  
Louisiana Collegiate Intramural-Recreational Sports Association (LCIRSA)  
Louisiana Council of Graduate Schools (LCGS)  
Louisiana High School Football Officials Association-Shreveport Chapter  
National Federation of Interscholastic Officials, Charter Member  
Society of Health and Physical Educators (SHAPE) America  
Southwest Texas High School Football Officials Association-Austin Chapter  
University Continuing Education Association (UCEA)



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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.2.**     **Louisiana Tech University's** request for approval to appoint Dr. Dave Norris, Jr. as Senior Vice President of Innovation and Advancement/CEO of Louisiana Tech Foundation effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Dave Norris, Jr. as Senior Vice President of Innovation and Advancement/CEO of Louisiana Tech Foundation effective July 1, 2024 at an annual salary of \$295,000. 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 Louisiana Tech University's request for approval to appoint Dr. Dave Norris, Jr. as Senior Vice President of Innovation and Advancement/CEO of Louisiana Tech Foundation effective July 1, 2024.*



K.2.

# LOUISIANA TECH UNIVERSITY®

OFFICE OF THE PRESIDENT

August 15, 2024

LADIES AND GENTLEMEN OF THE BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM:

I am requesting that the promotion of Dr. Dave N. Norris to Senior Vice President of Innovation and Advancement/CEO of Louisiana Tech Foundation be accepted with the effective date of July 1, 2024. Attached you will find Dr. Norris' resume.

Sincerely,

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

James B. Henderson  
President

**Dave Noel Norris, Jr.**

**Office:**

500 Dan Reneau Drive, Suite  
328 Louisiana Tech University  
Ruston, LA 71270

Mobile: 318-512-7264  
Email: davynnnorris@gmail.com

|                     |  |               |
|---------------------|--|---------------|
| Ph. D. in Economics | <b>The University of Texas at Austin</b> | November 1999 |
| M.S. in Economics   | <b>The University of Texas at Austin</b> | December 1996 |
| B.S. in Economics   | <b>Louisiana Tech University</b>         | May 1991      |

**CURRENT:** Chief Innovation Officer, Louisiana Tech University (July 2021- Present)

***Areas of Responsibility:*** Technology Transfer, Economic Development, Innovation and Entrepreneurship, Corporate Partnerships, and University Strategic Planning.

**RESEARCH AND PROFESSIONAL EXPERIENCE**

**Louisiana Tech University, Ruston LA**

***Position:*** Chief Research & Innovation Officer, Louisiana Tech University (July 2017-June 2021)

***Areas of Responsibility:*** Academic Research and Sponsored Projects, Technology Transfer, Economic Development, Innovation and Entrepreneurship, Corporate Partnerships, and University Strategic Planning.

**Louisiana Tech University, Ruston LA**

***Position:*** Chief Innovation Officer (May 2013 – June 2017)

***Areas of Responsibility:*** Economic Development, Innovation and Entrepreneurship, Corporate Partnerships, and University Strategic Planning.

**Louisiana Tech University, Ruston LA**

***Position:*** Executive Director, Center for Entrepreneurship and Information Technology (May 2009 – June 2013)

***Areas of Responsibility:*** Student entrepreneurship, Innovation programs, Business Incubation/Acceleration, Economic Development.

**Louisiana Tech University, Ruston LA**

***Position:*** Executive Director, Enterprise Center (May 2004 – June 2009)

***Areas of Responsibility:*** Business Incubation/Acceleration, Economic Development.

**Louisiana Tech University, Ruston LA**

***Position:*** Assistant Professor of Economics (September 2002 - May 2004)

***Areas of research:*** Public Finance, Economic Development, Labor Economics/Poverty

**Northeastern University, Economics Department, Boston MA**

***Position:*** Assistant Professor of Economics (September 2000 - May 2002)

***Areas of research:*** Public Finance, Economic Development, Labor Economics/Poverty

**U.S. Department of Health and Human Services, Office of the Chief Economist, Washington, DC**

**Position:** Economist (September 1998 to July 2000)

**Duties:** Economic policy analysis and development support for the Office of the Secretary.

## SELECTED RESEARCH AND PUBLICATIONS

*2019 Community Counts (with Dr. Amanda Norris).* Prepared for the Community Foundation of North Louisiana. July 2019.

*Universities and Economic Development in Economic Development Strategies: The Role of Public Private Partnerships.* Prepared for the European Union. International Research Staff Exchange, Marie Curie Actions. October 2012.

*The Economy of Central Louisiana: Recent Developments and Opportunities.* (with Aijun Besio). Prepared for the Rapides Foundation. Economic Research Division, College of Business and Administration, Louisiana Tech University. June 2007.

*Investing in Louisiana: Venture Capital Activity 1995-2004.* (with Aijun Besio of PricewaterhouseCoopers, LLP). Division of Business and Economic Research, Louisiana Tech University. October 2006.

*Promoting Growth in Ruston and Lincoln Parish: Issues, Opportunities and Approaches to Success.* (with Aijun Besio). Prepared for the City of Ruston, Louisiana. Economic Research Division, College of Business and Administration, Louisiana Tech University. June 2006.

*Poverty Point Retirement Development Assessment Study: Economic Impacts and Further Policy Implications.* Prepared for the Poverty Point Economic Development Corporation and the State of Louisiana Office of the Lieutenant Governor. April 2005.

*Lincoln Parish Economic Development Plan: A Template for Growth in Lincoln Parish.* Developed in conjunction with the Lincoln Parish Wood Products Industry and the Lincoln Parish Police Jury. Approved and adopted by the Jury in July 2004.

*The Impact of Economic Development Incentives and Programs: A Review of the Literature.* (with Elizabeth Higgins). Prepared for the State of Louisiana Division of Administration. Division of Business and Economic Research, Louisiana Tech University: June 2004.

*The Determinants of Demand for Public School Quality.* Prepared for the State of Louisiana Department of Education. Division of Business and Economic Research, Louisiana Tech University. March 2004.

*Schools, Race and Housing Values: The Effect of School Quality Improvements on Residential Housing Prices in Louisiana.* Prepared for the State of Louisiana Department of Education. Division of Business and Economic Research, Louisiana Tech University. November 2003.

*Developing an Adjustment Model for Entered Employment Rates: Issues and Examples for Texas Workforce Development Programs* (with L. Lawson and C.T. King). Prepared for the Texas Council on Workforce and Economic Competitiveness; Ray Marshall Center for the Study of Human Resources, University of Texas at Austin: June 1997.

*Hawaii Food Stamp Employment and Training/JOB S Conformance Demonstration: Cost Evaluation Final Report* (with C.T. King). Prepared for the Hawaii Department of Human Services; Ray Marshall Center for the Study of Human Resources, University of Texas at Austin: May 1997.

*Texas Food Stamp Employment and Training/JOB S Conformance Demonstration: Cost Analysis Final Report* (with D. O'Shea) Prepared for the Texas Department of Human Services; Ray Marshall Center for the Study of Human Resources, LBJ School of Public Affairs, UT Austin. March 1997.

*Return on Investment: A Cost-Effectiveness Measure for the Texas Workforce System* (with C.T. King) Prepared for the Texas Council on Workforce and Economic Competitiveness; Ray Marshall Center for the Study of Human Resources, LBJ School of Public Affairs, UT Austin. June 1997.

*Workforce Development Evaluation in Texas: An Assessment* (with C. T. King, Robert E. McPherson, and Alicia Betsinger). Ray Marshall Center for the Study of Human Resources, LBJ School of Public Affairs, UT Austin. September 1996.

1996 Texas Income and Employment Projections Atlas: from 1993 – 2000. Prepared for the Texas Rehabilitation Commission and Texas Legislature. March 1996.

## **SELECTED GRANT FUNDING**

October 2021 – September 2024 (PI, 10%). "Louisiana Tech Innovation Ecosystem Hub". US. Department of Commerce, Economic Development Administration. Annual Direct Costs: \$499,941. Total Direct Costs: \$1,499,823.

October 2017 – October 2021 (PI, 30%). "Fund for Louisiana's Future". US. Department of Commerce, Economic Development Administration. Annual Direct Costs: \$100,000. Total Direct Costs: \$300,000.

March 2016 – November 2019 (Co-PI, 10%) "AR-LA Multimodal Economic Corridor Land and Resiliency Initiative". U.S. Department of Commerce Economic Development Administration Public Works and Economic Adjustment Assistance Program. Annual Direct Costs: \$150,000. Total Direct Costs: \$450,000

May 2015 – May 2017 (PI, 30%): "EDA University Center Showcase and Best Practices Review". U.S. Department of Commerce, Economic Development Administration. Annual Direct Costs: \$75,000. Total Direct Costs: \$75,000.

May 2015 – June 2018 (PI, 30%): "I-20 Corridor Makers Innovation Network". U.S. Department of Commerce, Economic Development Administration. Annual Direct Costs: \$166,000. Total Direct Costs: \$500,000.

October 2012- September 2015 (no-cost extension to September 2016), (PI, 10%): "I-20 Corridor Regional Accelerator: An Integrated, Collaborative Approach to Jobs Acceleration in Rural Communities". U.S. Department of Commerce/U.S. Department of Agriculture Regional Jobs Accelerator Competition. Annual Direct Costs: \$250,000. Total Costs: \$1,000,000.

July 2011 – June 2014 (PI, 20%): "LA\_I6 Green Proof of Concept Center: Louisiana Center for Green Technology Innovations". U.S. Department of Commerce I6 Competition in collaboration with U.S. Department of Energy, Environmental Protection Agency, and National Science Foundation. Annual Direct Costs: \$300,000. Total Costs: \$1,000,000.

July 2010 – June 2013 (PI, 30%): "University Center for Economic Development". U.S. Department of Commerce Economic Development Administration University Center Program. Annual Direct Costs: \$100,000. Total Direct Costs: \$300,000

July 2009 – June 2013 (Co-PI, 5%): "Center for Secure Cyberspace: Developing and Commercializing Transformational Information Technologies for Cybersecurity". Louisiana Board of Regents. Annual Direct Costs: \$900,000. Total Direct Costs: \$3,600,000.

January 2009 – December 2011 (PI, 20%) "Louisiana Tech University Enterprise Campus Infrastructure: Homer Street Corridor Project". U.S. Department of Commerce Economic Development Administration Public Works and Economic Adjustment Assistance Program. Annual Direct Costs: \$1,500,000. Total Direct Costs: \$2,000,000

July 2008 – June 2009 (Co-PI, 5%): "Innovative Product Design for Community Technology Solutions". National Collegiate Inventors and Innovators Alliance. Annual Direct Costs: \$43,000. Total Direct Costs: \$43,000.

January 2008- December 2010 (PI, 20%) "Louisiana Tech Enterprise Campus Master Plan". U.S. Department of Commerce Economic Development Administration Public Works and Economic Adjustment Assistance Program. Annual Direct Costs: \$125,000. Total Direct Costs: \$250,000.

July 2007 – June 2010 (PI, 30%): "University Center for Economic Development". U.S. Department of Commerce Economic Development Administration University Center Program. Annual Direct Costs: \$100,000. Total Direct Costs: \$300,000.

July 2006 – June 2009 (Co-PI, 10%): "Venture Enhancement Teams (VETs) for Commercialization of University Intellectual Property". National Science Foundation Partnerships for Innovation. Annual Direct Costs: \$200,000. Total Direct Costs \$600,000.

July 2004 – June 2007 (PI, 30%): "University Center for Economic Development". U.S. Department of Commerce Economic Development Administration University Center Program. Annual Direct Costs: \$100,000. Total Direct Costs: \$300,000.

July 2003 – June 2006 (Co-PI, 10%): "Innovative Venture Research for Technology Transfer". National Science Foundation Partnerships for Innovation. Annual Direct Costs: \$200,000. Total Direct Costs: \$600,000.

April 2003 – November 2005 (PI, 25%): “Unified Economic Development Budget Report”. Division of Administration, State of Louisiana. Annual Direct Costs: \$150,000. Total Direct Costs: \$300,000.

#### **SELECTED CONFERENCE PRESENTATIONS**

“Universities and Economic Development in Economic Development Strategies: The Role of Public Private Partnerships.” CLUDS International Conference, Mediterranean University of Reggio Calabria. August 2014.

“Innovation, Commercialization and Universities.” EDA Innovation Challenge Conference. Washington, DC, October 2012.

“University Technology Transfer and Economic Development.” Texas Rural Sustainability Conference. Austin, TX. October 2012.

“Universities as Economic Development Engines.” Louisiana Industrial Development Executives Association Annual Conference. Baton Rouge, LA. March 2010.

“Fueling the Fires of Innovation: Innovative Venture Research.” National Collegiate Inventors and Innovators Alliance. Dallas, TX 2008

“Innovation and University Technology Transfer: A New Model.” Commercialization of Micro and Nano-systems (COMS) International Conference. Houston, TX. 2006

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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.3.**      **McNeese State University's** request for approval to appoint Mrs. Meghan Olinger as Dean of Student Support & Advocacy effective August 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Mrs. Meghan Olinger as Dean of Student Support & Advocacy effective August 1, 2024 at an annual salary of \$100,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Mrs. Meghan Olinger as Dean of Student Support & Advocacy effective August 1, 2024.*





OFFICE OF THE PRESIDENT  
**MCNEESE STATE UNIVERSITY**  
WADE ROUSSE, PhD

K.3.

*Via Electronic Transmittal Only*

July 31, 2024

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

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the August 22, 2024 meeting of the Board of Supervisors:

*Appoint Mrs. Meghan Olinger, Dean of Student Support & Advocacy*

Thank you for your assistance in this matter.

Sincerely,

Wade Rousse, PhD  
President

Attachment

# MEGHAN OLINGER

Phone: (318) 224-0780  
[bibaefmk@yahoo.com](mailto:bibaefmk@yahoo.com)

118 Fox Run  
West Monroe, La 71291

## EDUCATION

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|            |  |                           |
|------------|--|---------------------------|
| <b>Edd</b> | <b>University of Southern Mississippi</b><br>Higher Education Administration | December 2024 Anticipated |
| <b>MPA</b> | <b>University of Louisiana Monroe</b><br>Concentration: Public Management    | December 2021             |
| <b>BA</b>  | <b>University of Louisiana Monroe</b><br>Communication Studies               | May 2007                  |

## HONORS & AWARDS

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|   |      |
|---|------|
| <b>ULM Foundation Awards of Excellence Nominee</b><br>Unclassified Staff Award and Warhawk Spirit Award                                   | 2024 |
| <b>Campus Activities Board Faculty &amp; Staff Excellence Award</b><br>Campus Activities Board  | 2023 |
| <b>Staff Award of Excellence</b><br>Student Government Association  | 2023 |
| <b>Outstanding Mid-Level Professional of the Year</b><br>Louisiana Association of College and University Student Personnel Administrators | 2022 |
| <b>ULM Spirit Groups Distinguished Alumni Award</b><br>University of Louisiana Monroe Office of Spirit Groups                             | 2022 |
| <b>Faculty/Staff Advisor of the Year</b><br>University of Louisiana Monroe Office of Greek Life   | 2022 |
| <b>Louisiana Volunteer Service Award</b><br>Recognizes groups & individuals who contribute 150+ hours of service in a calendar year.      | 2021 |

## CERTIFICATIONS

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|  |               |
|--|---------------|
| <b>ASCA Gehring Academy</b><br>July 2022 Cohort  | 2022          |
| <b>NASPA Certificate Program in Student Affairs Law and Policy</b><br>June 2022 Cohort, Certificate earned with High Competency  | 2022          |
| <b>ASCA Student Conduct 101</b><br>May 2021 Cohort   | 2021          |
| <b>SSGT Equalizer Women's Self Defense</b><br>Recertified Instructor   | December 2021 |
| <b>Collaborative Institutional Training Initiative (CITI)</b><br>Social & Behavioral Responsible Conduct of Research Certificate<br>Human Research Certificate                                     | August 2021   |
| <b>Collaborative Institutional Training Initiative (CITI)</b><br>Revised Common Rule Certificate<br>Disaster Planning for the Research Enterprise Certificate<br>Conflicts of Interest Certificate | July 2021     |
| <b>Federal Emergency Management Agency (FEMA)</b><br>FEMA IS-00100.c Certificate<br>FEMA IS-00200.c Certificate<br>FEMA IS-00700.b Certificate<br>FEMA IS-00800.c Certificate                      | April 2020    |
| <b>SSGT Equalizer Women's Self Defense</b><br>Certified Instructor   | May 2018      |

## PROFESSIONAL EXPERIENCE

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|   |                     |
|---|---------------------|
| <b>Director, ULM Titleholders</b><br>University of Louisiana Monroe; Monroe, La   | June 2022 – present |
| <ul style="list-style-type: none"><li>Responsible for the direction and administration of the Miss University of Louisiana Monroe, Mister University of Louisiana Monroe, and Miss University of Louisiana Monroe's Teen competitions and years of service.</li></ul>           |                     |
| <b>Director, Office of Student Advocacy and Accountability</b><br>University of Louisiana Monroe; Monroe, La  | June 2021 – present |
| <ul style="list-style-type: none"><li>Responsible for the administration of the University's student conduct program, as well as the development of programs and processes focused on enhancing integrity and responsible decision-making for the student population.</li></ul> |                     |

|  |                               |
|--|-------------------------------|
| <b>Assistant Director, Event Services</b><br>University of Louisiana Monroe; Monroe, La        | January 2018 –June 2021       |
| <b>Volunteer Services Specialist</b><br>American Red Cross, North Louisiana Office; Monroe, La | April 2016 – December 2017    |
| <b>Coordinator of Volunteers</b><br>City of West Monroe; West Monroe, La                       | February 2011 – February 2016 |
| <b>Coordinator of Enrollment Services</b><br>University of Louisiana Monroe; Monroe, LA        | October 2008- February 2011   |
| <b>Coordinator of Recruitment Services</b><br>University of Louisiana Monroe; Monroe, LA       | May 2008- September 2008      |
| <b>Enrollment Services Specialist</b><br>University of Louisiana Monroe; Monroe, LA            | July 2007- May 2008           |

## **TEACHING EXPERIENCE**

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|   |                       |
|---|-----------------------|
| <b>Adjunct Part-time Instructor</b><br>University of Louisiana Monroe; Monroe, La                               | August 2019 – present |
| <ul style="list-style-type: none"> <li>Responsible for teaching the Kinesiology Self Defense course.</li> </ul> |                       |

## **COMMITTEES**

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**Undergraduate Experience Committee – Chair, 2022-2023**

**Faculty/Student Engagement Committee, 2022-2023**

**Wine Over Water Committee, 2022**

**Title IX Task Force, 2021**

**ULM Ticket Appeals Committee, 2018**

## **PRESENTATIONS AND INVITED LECTURES**

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**Panelist, “Becoming Her: Mental Health and Societal Expectations,” Sipping TEA with the VP, March 21, 2024.**

**Co-Presenter**, “Empowering Minds: The Transformative Power of Higher Education, Nurturing Tomorrow’s Leaders,” LACUSPA Conference, October 1, 2023

**Presenter**, “Belonging Through Mentorship,” LACUSPA Conference, October 2, 2023

**Co-Presenter**, “Preparing for the Next Stage: Job Interview Tips and Etiquette,” LACUSPA Conference, October 2, 2023

**Co-Presenter**, “I’m the Only One Who Does What I Do…… And Then the Unthinkable Happened!” LACUSPA Conference, October 2, 2023

**Panelist**, “Equality and Power Dynamics in the Workplace,” ULM Women’s Symposium, March 23, 2021.

**Presenter**, “Getting Engaged with Student Affairs,” PREP/POP Freshman Orientation, June 2, 2021 – July 28, 2021.

**Presenter**, “Classroom Behavior Expectations: CARE Team: Reporting Student Welfare Concerns,” University Week, August 12, 2021

**Workshop**, “Equalizer Women’s Self Defense,” Self-Defense Course, October 2023, April 2023, October 2023 April 2022, October 2021, April 2021, February 2020, November 2019, September 2019, April 2019, March 2019, January 2019, & September 2018

## **PROFESSIONAL DEVELOPMENT & TRAINING**

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**ULM Women Take Flight Mentorship Program**, Mentor, September 2023- Present

**ULM Women Take Flight Mentorship Program**, Mentee in Inaugural Cohort, September 2021- May 2022

**Leadershift John Maxwell Leadership Workshop Program**, Participant, Student Affairs, January 2021- Present

**ULM Mentorship Program**, Mentor, University of Louisiana Monroe, August 2019 - Present

**ULM Staff Senate**, University of Louisiana Monroe, Monroe, La, May 2019 - Present

- Senator 2019 – 2021, Vice President and President Elect 2021-2022, President 2022-2023, and Past President 2023-2024.

## **PROFESSIONAL AFFILIATIONS**

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**American Association of Colleges and Universities**, Member 2022-2023

**National Association for Behavioral Intervention and Threat Assessment**, Member 2023

**Louisiana Association of College & University Student Personnel Administrators, 2021 – present**

- **Member 2020 – present, 4 Year Institution Board Member, 2022 - present**

**Southern Association for College Student Affairs, Member 2021 - present**

**Association of Title IX Administrators, Member 2021 – present**

**National Association of Student Personnel Administrators, Professional Affiliate 2021 - present**

**Association of Student Conduct Administration, Professional Institutional Member 2021 - present**

**Association for the Study of Higher Education, General Member 2022**

**National CERT Association, General Member 2021 - 2022**

**ULM C-CERT, Team Member 2021 - present**

**Omicron Delta Kappa, National Leadership Honor Society Lifetime Member**

## **CONFERENCES**

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**NASPA Annual Conference, Seattle, Wa, 2024**

**University of Louisiana System for Our Future Conference, New Orleans, La, 2024**

**LACUSPA 48<sup>th</sup> Annual Conference, Baton Rouge, La, 2023**

**NASPA Annual Conference, Boston, Ma, 2023**

**LACUSPA 47<sup>th</sup> Annual State Conference, New Orleans, La, 2022**

**University of Louisiana System Black Male Summit, Monroe, La, 2022**

**University of Louisiana System for Our Future Conference, Natchitoches, La, 2022**

**LACUSPA 46<sup>th</sup> Annual State Conference, Lake Charles, La, 2022**

**University of Louisiana System for Our Future Conference, Virtual, 2021**

**University of Louisiana System for Our Future Conference, Monroe, La, 2020**

**EMS Live Conference, Denver, Co, 2018**

## COMMUNITY SERVICE

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**Kappa Alpha Order, On Campus Advisor**

Kappa Alpha Order, Gamma Nu, 2022 – present

**Student Government Association, Co-Advisor**

University of Louisiana Monroe, 2022 – 2023

**Sigma Gamma Rho, On Campus Advisor**

Sigma Gamma Rho, Kappa Theta, 2020 – present

**Alpha Omicron Pi, CCAB Adviser and On Campus Advisor**

Alpha Omicron Pi, Lambda Tau, 2018 – present

**Strauss Youth Academy for the Arts**

Volunteer, Monroe, La, December 2018 – present

**Equalizer Women's Self Defense**

Instructor, May 2018 – present

**American Red Cross**

Volunteer Services Volunteer, North Louisiana Chapter, January 2018 - present

**Claiborne Elementary School PTA**

Board Member/Volunteer, West Monroe, La, August 2015 – May 2021

## REFERENCES

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**Dr. Dwight Rhodes, CEO/Founder**

Rhodes2Equity Consulting

Phone: 404-414-9099

Email: [dwright@rhodes2equity.org](mailto:dwright@rhodes2equity.org)

**Dr. Julia Letlow, Congresswoman**

Louisiana 5<sup>th</sup> District

United States House of Representatives

Email: [juliabetlow@gmail.com](mailto:juliabetlow@gmail.com)

**Dr. Leigh Hersey, Associate Professor**

Political Science

University of Louisiana Monroe

700 University Ave. Monroe, La 71209

Phone: 318-342-1332

Email: [hersey@ulm.edu](mailto:hersey@ulm.edu)

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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.4.**      **McNeese State University's** request for approval to appoint Mrs. Morgan Turpin as Interim Dean of the College of Business effective July 22, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Mrs. Morgan Turpin as Interim Dean of the College of Business effective July 22, 2024 at an annual salary of \$152,250. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Mrs. Morgan Turpin as Interim Dean of the College of Business effective July 22, 2024.*





OFFICE OF THE PRESIDENT  
**MCNEESE STATE UNIVERSITY**  
WADE ROUSSE, PhD

K.4.

*Via Electronic Transmittal Only*

July 31, 2024

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

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the August 22, 2024 meeting of the Board of Supervisors:

*Appoint Mrs. Morgan Turpin, Interim Dean of the College of Business*

Thank you for your assistance in this matter.

Sincerely,

Wade Rousse, PhD  
President

Attachment

# MORGAN M. TURPIN

1803 Alvin St.  
Lake Charles, LA 70601

337.802.3984  
mturpin@mcneese.edu

## EDUCATION

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Louisiana Industrial Development Executives Association  
Certified Louisiana Economic Developer

Baton Rouge, LA  
Jan. 2014 - Nov. 2017

McNeese State University  
Master of Business Administration, with Distinction (+18 hours in Management)  
Cumulative GPA: 4.0

Lake Charles, LA  
Aug. 2011 - May 2013

McNeese State University  
BS in Marketing with a double major in Management, Summa Cum Laude  
Cumulative GPA: 4.0

Lake Charles, LA  
Aug. 2006 - Dec. 2010

## EMPLOYMENT

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McNeese State University  
College of Business Internship Director / Instructor

Lake Charles, LA  
Jan. 2019 - Present

- Connect McNeese College of Business students to internship opportunities and full-time careers
- Serve as an instructor for Professional Business Skills (BADM 301)
- Enhance the relationship between the College of Business and the Southwest Louisiana community

SWLA Economic Development Alliance  
Alliance Foundation Director and Leadership SWLA Coordinator  
Economic Development and Research Director  
Economic Development Specialist

Lake Charles, LA  
May 2018 - Dec. 2018  
Jan. 2017 - May 2018  
Aug. 2013 - Jan. 2017

- Maintained and developed Alliance Foundation donor commitments in addition to grant writing
  - Provided economic development research for reports, presentations, and regional marketing materials for industry, the business community, developers, and local government agencies
  - Responded to requests for proposals and requests for information from Louisiana Economic Development (LED) and served as contact to economic development prospects
  - Coordinated Leadership SWLA program and acted as the Alliance liaison to Fusion Five young professionals organization
  - Maintained the Alliance website data center and managed properties on the Louisiana Site Selection Center Online Database
-

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McNeese State University  
Visiting Lecturer

Lake Charles, LA  
Aug. 2014 - Dec. 2018

- Instructor for the Department of Education Professions in the Burton College of Education—Moodle Certification 2014
- Office Systems and Business Communications (OSBC) 105: Basic Microsoft Word

## ACADEMIC RESEARCH

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- Al-Emran, M. and Turpin, M. (2024). *Capitalizing today's customer in the competitive market place: the role of artificial intelligence (AI) and relationship marketing*. Working Paper.
- Turpin, L., Jens, W., Patin, J., and Turpin, M. (2024). *A modified rule of three for the one-sided binomial confidence interval*. Forthcoming at: *International Journal of Biostatistics*.
- Turpin, L. and Turpin, M. (2024). *Cycle times in D/D/S series queues with single multi-server bottlenecks*. *Discrete Event Dynamic Systems*, 34(1), 251-268.
- Cox, S., Lane, P., Turpin, L., and Turpin, M. (2021). *Through the Looking Glass: A glimpse of how resilience is built*. *Proceedings of the Southwest Academy of Management*.

## ORGANIZATIONS AND COMMITTEES

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- |  |   |
|--|---|
| • McNeese College of Business Student Engagement Committee (Chair, 2019-Present) | • McNeese College of Business Strategic Planning Committee (2023-Present)   |
| • McNeese Commencement Committee (Member, 2019-Present, Announcer, 2023-Present) | • Fusion Five Young Professionals Organization Board (2016-2023)            |
| • Chamber SWLA Women's Business Network Advisory Group (2019-Present)            | • Christus Ochsner LiveWell Advisory Council (2018-2023)                    |
| • Chamber SWLA Education and Workforce Committee (2019-Present)                  | • Arts & Humanities Council Executive Board 2015-2022 (President 2019-2021) |

## HONORS AND AWARDS

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- |   |   |
|---|---|
| • McNeese College of Business Outstanding Service Award 2024      | • Chamber SWLA Leadership Class 2018                  |
| • Thrive Magazine's Thirteen Thriving Thirtysomethings Award 2019 | • Mayor's Arts Awards: Citizen of the Humanities 2020 |

## REFERENCES

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George Swift, President/CEO  
SWLA Economic Development Alliance

337.433.3632  
gswift@allianceswla.org

Dr. Matiur Rahman, Professor of Finance  
McNeese State University

337.475.5576  
mrahman@mcneese.edu

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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.5.**     **McNeese State University's** request for approval to appoint Dr. Thomas H. Shields IV as Interim Dean of the College of Agricultural Sciences effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Thomas H. Shields IV as Interim Dean of the College of Agricultural Sciences effective July 1, 2024 at an annual salary of \$125,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Dr. Thomas H. Shields IV as Interim Dean of the College of Agricultural Sciences effective July 1, 2024.*



OFFICE OF THE PRESIDENT  
**MCNEESE STATE UNIVERSITY**  
WADE ROUSSE, PhD

K.5.

*Via Electronic Transmittal Only*

July 31, 2024

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

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the August 22, 2024 meeting of the Board of Supervisors:

*Appoint Dr. Thomas H. Shields, IV, Interim Dean of the College of Agricultural Sciences*

Thank you for your assistance in this matter.

Sincerely,

Wade Rousse, PhD  
President

Attachment

Thomas H. Shields, IV  
Interim Department Head, Harold and Pearl Dripps Department of Agriculture  
College of Agricultural Sciences, McNeese State University  
POB 52220, Lake Charles, LA 50609  
(337) 475-5697 (office)      (337) 377-3842 (cell)      tshields@mcneese.edu

### **EDUCATION**

PhD. Growth Physiology, Mississippi State University - 2005  
M.S. Ruminant Nutrition, Mississippi State University - 1998  
B.S. Animal Systems (Animal Science), Louisiana State University – 1992

### **SKILLS**

|                                       |                                  |               |
|---------------------------------------|----------------------------------|---------------|
| MS Word                               | MS Excel                         | MS PowerPoint |
| Beef Quality Assurance certification  | Carcass Ultrasound certification |               |
| Artificial Insemination certification | Quicken                          |               |
| Web-based Instruction                 |                                  |               |

### **PROFESSIONAL EXPERIENCE**

**July 2024 - Interim Dean, College of Agricultural Sciences, McNeese State University, Lake Charles, LA**

**2021 – June 2024 Interim Department Head, Harold & Pearl Dripps Department of Agricultural Sciences, McNeese State University, Lake Charles, LA**

#### **Examples of Duties and Responsibilities:**

- Plan, coordinate and participate in student recruitment, including participation in on campus events, and multiple career and college fairs throughout southwest and southeastern Louisiana
- Coordinate College of Agricultural Sciences annual assessment efforts
- Oversee and manage student degree candidate qualifications for graduation
- Oversee transfer student degree audits and review course descriptions and make decisions on transfer credits
- Responsible for review of grade appeals and resolution of matters or writing an opinion for the Dean of Students between students and faculty
- Responsible for resolution of professional and /or personal matters between faculty and other faculty and between faculty and staff
- Participate on McNeese Process Improvement working group (2021) and Student Access and Credentials subcommittee (2021) to improve website function and student ease of use for the enrollment process
- Participate and coordinate retention efforts, including contacting students by phone and email and participation in multiple university committees (Ruffalo Noel Levitz – 2019) and special focus groups (Student Success Working Group – 2019; Focus on the Future – 2022) for retention
- Participate in efforts to strengthen relationships with community partners (Focus on the Future conference – (2022) and alumni (annual alumni crawfish boil; annual FFA contests and camps for future students on campus)
- Participate on Undergraduate Curriculum Committee (2019 – present) that assumes responsibility for oversight on university courses and degree programs
- Participate on McNeese Academic Advising Committee (2016 – 2021) and coordinate and present at faculty advising workshops to improve and standardize the advising process for faculty and enhance the advising experience for students
- Responsible for reviewing and approving educational workshops and youth camps

- Coordinate, plan and participate in hurricane recovery efforts (staging sites, distribution, supply procurement, etc.) with various organizations (Louisiana Cattlemen's Association, Louisiana Department of Agriculture and Forestry)
- Serve in an advisory role as needed for various agricultural groups including Calcasieu Cattlemen's Association and Louisiana Cattlemen's Association.

**August 2016 – Present      Associate Professor, Harold and Pearl Dripps Department of Agriculture, College of Agricultural Sciences, McNeese State University, Lake Charles, LA**

**Examples of Duties and Responsibilities:**

- Responsible for teaching, scholarly activities, and service to the department, college, and university: tenured 2022
- Member of the Graduate Faculty; have directed 3 Master's Theses in the past year (below in research)
- Annually advise 80+ students in multiple degree programs
- Faculty sponsor for clubs (Block & Bridle Club, Collegiate Cattlemen's Club) or special events
- Serve on multiple departmental search committees including serving for the previous Dean of the College of Agricultural Sciences (2019)
- Serve on multiple University level committees (Undergraduate Curriculum Committee, Academic Advising Committee) and special student retention committees and subcommittees (see above)
- Represent the university at multiple agricultural related events
- Give presentations and seminars for local, regional and national cattlemen's groups and breed associations (most recent listed below)
- Teach courses related to animal science and production systems; online teaching certification
  - Agricultural Internship
    - Work experience for students desiring to enhance their knowledge of technical and scientific information as it applies to the production of agriculture commodities or other related activities.
  - Animal Nutrition
    - Role of nutrients in the metabolism of farm animals, including digestion, absorption and excretion
  - Livestock Selection and Evaluation
    - Instruction in body composition determination and its relationship to cattle, hog, and sheep production, including evaluation of quantitative and qualitative measurements that affect nutrient utilization for both market and breeding purposes
  - Introduction to Livestock Judging and Oral Reasons
    - Principles of live animal and carcass judging, including the procedure, organization, and delivery of oral and written reasons
  - Livestock Genetics
    - Application of the principles of genetics to the improvement of domestic animals. Attention to systems of breeding and selection in meat animals and dairy cattle.
  - Applied Animal Nutrition
    - Application of nutritional concepts to the practical feeding of cattle, swine, sheep, poultry, horses, dogs, and cats. Emphasis is placed on the nutritional value of feedstuffs, critical nutrient requirements, feed processing, ration formulation, and computer formulation of least-cost rations
  - Beef Cattle Production
    - Systems of beef production, including the practical applications of the principles of breeding, feeding, managing, and marketing beef cattle in the South
  - Small Ruminant Production

- Instruction in production, management, reproduction, health, nutrition and forages with emphasis on practical application and economics
- AGRI 603
  - Selected topics in agricultural science such as force management, soil and plant fertility, animal nutrition, physiology, reproduction, and agricultural economics

**August 2014 – July 2016    Herdsman, Claybrook Farms, Covington, TN**

**Examples of Duties and Responsibilities:**

- Responsibilities include the daily health, nutrition, selection and marketing of the herd
- Organize the daily and weekly records on the inventory and expenses associated with the purebred and feeding operation
- Responsible for maintaining the inventory of the meat company, including the health and performance of the live animals and the weekly sales and organization of the retail meat cuts

**August 2005 – July 2014    Associate Professor, Harold and Pearl Dripps Department of Agriculture, College of Agricultural Sciences, McNeese State University, Lake Charles, LA**

- Tenured 2011                      Promoted 2012

**Examples of Duties and Responsibilities:**

- Annually advise 60 students
- Faculty sponsor for Block & Bridle Club
- Courses related to beef cattle, small ruminant and forage production; nutrition, animal feeding, livestock and population genetics; livestock evaluation
- Coordinator of agriculture internship program
- Coach, livestock judging and evaluation
- Organize and coordinate various livestock related events, including 4-H and FFA area and state level competitions, national breed association competitions, and a university affiliated livestock show that grew to over 900 entries annually

**August 1998 - 2005    Instructor / Livestock Judging Coach, Animal and Dairy Science Department, Mississippi State University, Starkville, MS**

**Examples of Duties and Responsibilities:**

- Coordinate all travel arrangements to and from producers, contests, educational and fundraising events
- Alumni relations – Update and maintain alumni and donor mailing lists; organize and coordinate annual meetings; yearly reports and newsletters; organizing or assisting with fundraising events
- Responsible for developing and implementing a yearly budget and prioritizing and documenting expenditures for workouts and competitions
- Assist with Dixie National Intercollegiate Beef Judging Contest, including selecting animals and officials, and coordinating most essential personnel (hauling, groups, handlers, etc.)
- Courses taught: Livestock Management Practices; Livestock Selection: Performance Analysis of Livestock

**July, 1992 – December, 1999    Research Associate / Farm Manager - Horse and Sheep Unit, Animal and Dairy Science Department, Mississippi State University, Starkville, MS**

**Examples of Duties and Responsibilities:**

- Responsibilities include health, nutrition, selection and marketing of a 100 – 200 head mature ewe flock and 30 horses.



- Responsible for managing budgets for individual units and additional lab fees, work schedules of employees, all aspects of an annual production sale, procurement of items associated with management.
- Coordinate animal use for research, teaching and community events.
- Course taught: Livestock Management Practices Lab; Western Equitation Lab

### **SELECT SERVICE**

- Advisory Board – Calcasieu Cattlemen’s Association, 2023 – present
  - Oversee yearly budget, review events sponsored and make recommendations to the organization as needed
- Official - Louisiana High School Powerlifting Association
  - Judge multiple invitational meets throughout the year
  - Regional official (2022 boys, 2023 boys, 2023 girls, 2024 girls)
- Iota Recreation Department, Inc. – President (2023-2024)
  - Responsible for management of a 501C3 for my local recreation department
  - Recently automated the registration process for both football and cheerleading in the fall and baseball and softball leagues in the spring.
  - Responsible for updating books for yearly reports to the State of Louisiana to maintain tax exempt status
  - Includes interacting with other Rec Presidents on scheduling of games, and use of practice facilities.
  - Responsible for yearly insurance requirements and oversight of the concessions and maintenance of the ball fields and the concession stand

### **INVITED LECTURES / SEMINARS**

- Louisiana Cattlemen’s Association State Convention– January 2024
  - Fetal Programming
- Louisiana Beefmaster Breeders Association – November 2023
  - Replacement Heifer Selection
- Beauregard Parish Cattlemen’s Association – October 2023
  - Winter Cattle Needs – How did the drought affect you?
- Louisiana Beefmaster Breeders Association – November 2022
  - Expected Progeny Differences and how to use them
  - Live Animal Evaluation and Sale Preparation Made Easy
- Beauregard Parish Cattlemen’s Association – October 2022
  - Cattle Markets – a State of the Industry Report
- Health Summit – May 2022
  - Market Outlook
  - The use of body condition scores and your nutritional needs
- Louisiana Cattlemen’s Association State Convention– January 2022
  - Beef Cattle Nutrition
  - The Beef Industry – Current Market Trends and Outlook
- Louisiana Beefmaster Breeders Association – October 2021
  - Beef Carcass Ultrasound
  - Sale Preparation
- Lonestar Beefmaster Breeders Association – August 2021, Sulphur Springs, TX
  - Skeletal Anatomy of Beef Cattle and Its Effects on Longevity

### **Multiple Presentations**

Some form of these titles have been given at various smaller functions, parish and county cattlemen's groups, educational events and field days over the years.

- Cattle selection and the use of genetic data (2005 - Present)
- Carcass ultrasound and its use in purebred and commercial beef cattle production (2007 - Present)
- Livestock handling procedures and ethics (2006, 2008)
- Nutrient management of the beef cow for the commercial producer (2009)
- Nutrient management of the replacement heifer for the commercial producer (2009, 2011, 2022)
- Forage management for the commercial producer (2006 - Present)
- Louisiana Agriculture and Beef Production Systems (2010, 2011, 2016, 2017, 2019, 2021, 2022)
- Market Dynamics and the Louisiana Beef Producer (2011 - 2014)

## **RESEARCH**

Implement and conduct research as needed: concentration in heifer development, carcass traits, "bio" pesticides, all-natural growth promotants, micromineral nutrition in sheep, summer forages and beef cattle production

- Research Thesis. Lewing, T. The effect of equine dental work timing on oral health. December 2023
- Research Thesis. Tripeaux, K. Effects of injectable trace minerals on reproductive traits and body condition scores in Gulf Coast Native rams. May 2023
- Research Thesis. McCallister, B. Effects of an injectable trace mineral on liver mineral status of Gulf Coast Native and Southdown lambs. May 2023
- Research Thesis. Savoie, L. A. Breed influences on heifer body composition and growth during a heifer development program in the Gulf Coast region. December 2021
- Research Thesis. Whittington, S. Effects of trace mineral injection on parasite load, body condition, and FAMACHA scores in Gulf Coast Native sheep. December 2021
- LeMieux, F. M., C. P. Villemarette, E. K. Lyons, T. H. Shields, and N. German. 2021. Effect of hybrid rice varieties on growth and development of broilers and ducks. *Animal Nutrition*. March; 7(1): 127-133
- Research Thesis. Theriot, J. M. Effect of sire and dam breed type on growth and carcass characteristics of beef cattle and evaluation of dam estimated breeding values. May 2020
- Vallian, J., T. Shields, B. Chung, W. Tangkham, F. LeMieux. 2018. Effects of castration age on growth, carcass, and sensory characteristics of Gulf Coast Native sheep. *J. Anim. Sci.* v.96 (Suppl 3): 461
- Gandy, D.M., D.R. Goodwin, T. H. Shields, W.A. Storer, and F.M. LeMieux. 2011. Effect of preconditioning days, feeder cattle grade, and sire breed type on growth performance and carcass characteristics of beef cattle participating in a calf to carcass program in southwest Louisiana. *J. Anim. Sci.* 89 (Suppl. 1):522-523 (Abstr.)
- Fruge, C.J., F. M. LeMieux, W. A. Storer, and T. H. Shields. 2010. Effect of a commercial microbial inoculant (Promote) on corn silage and animal performance. *J. Anim. Sci.* 88:139
- LeMieux, F.M., T. H. Shields, and J. T. Compton. 2009. Factors influencing student success in an introductory to animal science class. *J. Anim. Sci.* 87:441
- Storer, W.A., F. M. LeMieux, T. H. Shields, and C. E. Ferguson. 2009. Feedlot performance, carcass merit, and conception rates of Brahman influenced heifer calves wintered on corn silage. *J. Anim. Sci.* 87:30
- Storer, W. A., F. M. LeMieux, and T. H. Shields. 2008. Effects of temperature, temperament, and Brahman influence on feedlot performance of weaned heifers wintered on corn silage. *J. Anim. Sci.* 27 (Southern Section)

- Compton, J.T., M.E. Merchant, T. H. Shields, and F.M. LeMieux. 2007. The effect of American Alligator (*Alligator mississippiensis*) serum on growth performance of weanling pigs. *J. Anim. Sci.* 85(Suppl.1):80 (Abstr.)
- Zaunbrecher, D.J., M.E. Merchant, T.H. Shields, and F.M. LeMieux, McSU. 2007. The Effects of American Alligator (*Alligator mississippiensis*) Serum on Growth Performance of Broiler Chicks. LAS

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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.6.**     **University of Louisiana at Lafayette's** request for approval to appoint Dr. Lisa Broussard as Dean of the College of Nursing and Health Sciences effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Lisa Broussard as Dean of the College of Nursing and Health Sciences effective July 1, 2024 at an annual salary of \$250,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette's request for approval to appoint Dr. Lisa Broussard as Dean of the College of Nursing and Health Sciences effective July 1, 2024.*



*University of Louisiana at Lafayette*

OFFICE OF THE PRESIDENT

K.6.

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

*Université des Acadiens*

August 1, 2024

Mr. Richard J. "Rick" Gallot, Jr. J.D.  
President and CEO  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

I am requesting to appoint Dr. Lisa A. Broussard as Dean of the College Nursing and Health Sciences effective July 1, 2024 at an annual salary of \$250,000. Her curriculum vitae is attached.

Please place this item on the agenda for the August 2024 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "E. Savoie", with a large loop at the end.

E. Joseph Savoie  
President

svc  
Attachment

**Lisa Broussard, DNS, RN, CNE**  
University of Louisiana at Lafayette  
Interim Dean  
College of Nursing and Health Sciences  
Professor of Nursing  
Acadian Ambulance Endowed Professor in Nursing  
2014-2015 AACN Leadership in Academic Nursing Programs Fellow

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College of Nursing and Health Sciences  
University of Louisiana at Lafayette  
Wharton Hall 202 P.O. Box 43810  
Lafayette, LA 70504

Office Phone: 337.482.5654  
Email: lisabroussard@louisiana.edu

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## ***EDUCATION***

Doctor of Nursing Science (D.N.S.), Louisiana State University Health Sciences Center,  
2006, Nursing Education

Dissertation: *"Empowerment in School Nursing Practice: A Grounded Theory Approach"*

Master of Science in Nursing (M.S.N.), Louisiana State University Medical Center, 1991,  
Parent Child Nursing

Bachelor of Science in Nursing (B.S.N.), University of Southwestern Louisiana, 1985

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## ***PROFESSIONAL ACADEMIC APPOINTMENTS***

***Interim Dean-*** College of Nursing and Health Sciences, UL Lafayette, 2022-present

- Responsible for effective, efficient administration of all programs within the College to ensure achievement of program outcomes.
- Oversees all aspects of the budgetary process of the College, including operating budgets, scholarships, and all other UL Foundation accounts.
- Works closely with Development Director to support philanthropic initiatives
- Collaborates with administrative team to develop new programs, including curriculum, program evaluation, and resource allocation
- Represents the College as a member of the Council of Deans
- Collaborates with area health care agencies to develop and sustain academic practice partnerships.

***Associate Dean-*** College of Nursing and Allied Health Professions, UL Lafayette, 2018-Present

- Approves faculty, student, and other policies changes proposed by the Departments of Nursing and Allied Health.

- Approves faculty and staff job description changes proposed by the School of Nursing and Department of Health Sciences.
- Approves and monitors contracts with clinical agencies at the undergraduate and graduate levels.
- Approves changes to the university bulletin proposed by the School of Nursing and Department of Health Sciences.
- Approves potential new faculty and staff hires.
- Approves internal personnel changes (faculty and staff) prior to implementation as proposed by the School of Nursing and Department of Health Sciences.
- Initiates annual workload planning, performance appraisal, and merit evaluation processes in the College of Nursing and Health Sciences.
- Approves changes to the College of Nursing and Health Sciences website.
- Serves as a resource to the Department of Health Sciences in Program Assessment/Evaluation activities.
- Expands the research agenda of the College and supports faculty efforts related to grant writing and scholarly productivity.
- Leads the faculty in the academic mission and coordinates accreditation processes for academic programs.
- Represents the College of Nursing and Health Sciences in the absence of the Dean as needed.
- Serves as the College representative/liaison on university committees and task forces as designated by the Dean, Provost and/or the President of the university.
- Actively works to secure additional funding for the School of Nursing and Department of Health Sciences.
- Continues to develop and fortify relationships with local, state, regional, and national health care providers and related entities

*Department Head*, Department of Nursing , College of Nursing and Allied Health Professions, UL Lafayette, 2011- 2018

Professor, UL Lafayette, Department of Nursing, 2017-Present

Associate Professor, UL Lafayette, Department of Nursing, 2012- 2017

- Administratively responsible for all aspects of the Department of Nursing (BSN MSN and DNP programs, faculty, staff, and students),
  - Student enrollment of over 2000 students
  - 51 full time faculty members
  - 10-15 part time faculty members
  - 9 professional staff
  - 3 administrative assistants
  - Student workers, graduate assistants
- Provided leadership for faculty and students to maintain an average NCLEX-RN pass rate of greater than 97% for first-time exam writers (BSN program) and greater than 95% pass rate for first-time exam writers for FNP certification exam (MSN program)
- Chair, BSN Curriculum Committee
- Lead development and implementation of online RN to BSN program, and continue to

- direct curriculum revisions and faculty development specific to the program
- Lead successful program reaccreditation visit for undergraduate and MSN program in 2013, and direct ongoing efforts to maintain CCNE accreditation.
- Lead accreditation process of the Simulation Program in 2018
- Lead college and departmental initiatives to revise mission and goals in alignment with University Strategic Plan
- Responsible for all aspects of faculty and staff recruitment, hiring and retention for Department of Nursing
- Served as liaison to Louisiana State Board of Nursing, overseeing all aspects of student and faculty compliance with regulations
- Served as a mentor to faculty in the area of scholarship, assisting with grant writing, research project development, publications, and presentations
- Promoted to rank of Associate Professor (2012) and rank of Professor (2017)

*Assistant Professor, UL Lafayette, Department of Nursing, 2007-2012*

- Served as semester coordinator for maternal child nursing course, overseeing all aspects of clinical and didactic instruction. Directing 6-7 clinical faculty and maintaining relationships with maternal child clinical sites.
- Continued to serve as Master Teacher for pediatric nursing content, coordinating all aspects of testing and student success for senior level nursing students.

*Instructor, UL Lafayette, Department of Nursing, 1992-2007*

- Worked as pediatric clinical instructor, supervising undergraduate students in a wide array of acute and community based clinical sites.
- Transitioned to role of Master Teacher for pediatrics, and participated in faculty development related to nursing education in the clinical and classroom settings.

## PROFESSIONAL DISTINCTIONS

Leadership Lafayette Class XXXV, Member

Cornell University Online Learning Initiative: TLDC101x: Teaching and Learning in the Diverse Classroom, October 1, 2020- November 3, 2020.

University of Louisiana System Management and Leadership Institute, UL Lafayette Faculty Representative, 2019-2020

Fellow, Louisiana State Nurses Association, 2019

LSU Health Sciences Center Outstanding Alumnus, 2018

Mentor, 2018-2019 STTI Experienced Nurse Faculty Leadership Academy



Accepted to 2019 NLN Executive Leadership in Nursing Education and Practice Program

## **SERVICE**

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### **Service to the Profession (Selected)**

#### **American Nurses Association**

Member, 1994-present

#### **Louisiana State Nurses Association**

Member, 1994-present

District IV Secretary, 1994-1997, 2015-2017, 2021-2023

District IV Board Member, 2013-2015, 2018-2020

District IV Bylaws AdHoc Committee, Chair, 2018

District IV Student Recognition Award Committee, 2014-present

District IV Acadiana Celebrates Nursing Committee, 2014-present

#### **Sigma Theta Tau International Honor Society for Nursing, Delta Eta Chapter**

Vice President, 2007-2011,

President, 2012-2016, 2018-2020

#### **Louisiana Council of Administrators in Nursing Education (LACANE)**

Member, 2011-present

Scholarship Committee, Chair 2014-2020

Nominating Committee, Chair, 2020-present

LACANE Nurse Educator Workforce Grant, Committee Member, 2018-2019

#### **Southern Nursing Research Society**

Member, 2004- present,

Communications Committee, Member, 2016-present

State Liaison, 2018- present

Grant Reviewer, 2018-2021

#### **Louisiana Simulation Medical Training and Education Council (Louisiana Health Works Commission),**

Member, 2017-2021

Chair- 2021-2023

#### **Review Boards**

*Journal of School Nursing*-2006-present

*Journal of School Health*- 2011-present

*Journal of Pediatric Nursing*-2002-present

*Nursing Education Perspectives*- 2015-present

*Journal of Nursing Education*- 2014-present

Online Course Review, *Transition to Practice: Capstone Course* -2017, Jones Bartlett Learning

#### **Grant Reviewer**

American Nurses Foundation Nursing Research Grant Review Committee (NRGR),  
2014-2016, 2017-2019, 2020-2022

Southern Nursing Research Society, Grant Review Committee, 2015-present

*Service to the University (Selected)*

Louisiana Board of Regents Universal Transfer Pathway Nursing Committee Chair, 2023

Robert Rivet Endowed Chair/LCHI Director Nominations Committee, Chair, 2023

University Council of Deans, Member, 2022-present

Strategic Plan Interdisciplinary Task Force, Member, 2022-present

Chief Diversity Officer Search Committee, Member, 2022

University Registrar Search Committee, Chair, 2021

ICMSN Nurse Educator Workgroup, Chair, 2021-present

Strategic Enrollment Planning Committee, Chair, Academic Sub-Group, 2018-2020

Associate Deans Council, Moderator, 2019-2022

Faculty Travel and Education Grants, Reviewer, 2018

Director of Distance Learning Search Committee Member, 2018-2019

Distance Learning Leadership Council, Member, 2012- present

*Service to the College/Department (Selected)*

Coordinator, Diversity, Equity and Inclusion Collaboration Group, 2020-2023

National League for Nursing Center of Excellence Designation Workgroup, Chair, 2019-2020

Nursing Simulation Program-Accreditation Application and Coordination of Site Visit, Co-Chair, 2017-2018

College of Nursing and Allied Health Profession Dean Search Committee, Member, Fall 2017, Spring 2018

DNP Program Planning and Implementation Committee, Member, 2015-2022

Nurse Education Concentration (MSN) Workgroup, Member, 2012-2021, Chair 2021-present

**SCHOLARSHIP**

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*Program Development:*

Broussard, L., & Meaux, J. (2020). Scholarship of teaching. In *Faculty professional role development program*. Sigma Theta Tau International. Retrieved from <https://www.sigmamarketplace.org/faculty-professional-role-development-scholarship-of-discovery-online-course.html>

### Publications:

Begnaud, C.M., Lemoine, J., **Broussard, L.**, Rholdon, R., & Doshi, H. (2023). The neonatal early-onset sepsis calculator to reduce empiric antibiotic use in newborns exposed to chorioamnionitis. *Journal of Neonatal Nursing*, 29(1), 97-104.

<https://doi.org/10.1016/j.jnn.2022.03.002>

Watson, C., Templet, T., Leigh, G., **Broussard, L.**, & Gillis, L. (2022). Student and faculty perceptions of effectiveness of online teaching modalities. *Nurse Educator Today*.

<https://doi.org/10.1016/j.nedt.2022.105651>

Broussard, L. & Mallery, T. (2022). A college level approach to creating an inclusive learning environment. *Research Issues in Contemporary Education*, 7 (2), 103-111.

Begnaud, C, Lemoine, J., **Broussard, L.**, & Rholdon, R. (2021). A quality improvement project to reduce antibiotic utilization and ancillary laboratory tests in the appraisal of early-onset sepsis in the NICU. *Journal of Pediatric Nursing*, 60, 215-222.

Stueben, F. & **Broussard, L.** (2020). Journey to simulation accreditation. *International Journal of Nursing Education Scholarship*, 17. <https://doi.org/10.1515/ijnes-2019-0134>

White, D., **Broussard, L.**, & Fox-McCloy, H. (2020). Determining roles and best practices when using academic coaches in online learning. *Teaching and Learning in Nursing*, 15(4), 210-214.

Boudreaux, S. & **Broussard, L.** (2020). School nurses' perceived barriers and perceptual influences when implementing AED programs. *Journal of School Nursing*, 36(3), 187-92.

<https://doi.org/10.1177/1059840518805822>

Broussard, L. & White, D. (2018). Use of academic coaches to promote student success in online RN to BSN nursing programs. *Teaching and Learning in Nursing*, 13, 223-225.

Broussard, L. & Wilson, K. (2018). Faculty attitudes and practices related to online teaching. *Nursing Education Perspectives*, 39, 40-42.

### Presentations:

Panelist: "Body Panel: Let's Talk Women and Health", March 24, 2022, 15<sup>th</sup> Annual Women's Leadership Conference, University of Louisiana at Lafayette

Podium Presentation: "The Impact of Screen Time on Children's Health". June 17, 2021, Rotary Club of Lafayette.

Virtual Presentation: "A Movement, Not a Moment: A College Level Approach to the Development of an Inclusive Environment", March 18, 2021, University of Louisiana System For Our Future Conference.

Virtual Presentation: "More than Wine: How Book Clubs Can Foster Leadership Skills", March 4, 2021, University of Louisiana at Lafayette Women's Leadership Conference.

Virtual Presentation: "The Role of Academic Coaches in Maximizing Student Engagement in Online Nursing Education", November 3, 2020, Association for the Advancement of Computing in Education (AACE) Innovate Learning Summit.

Podium Presentation: "Good to Great: Characteristics of Successful Women Leaders", March 5, 2020. University of Louisiana at Lafayette Women's Leadership Conference, Lafayette, LA.

Podium Presentation: "We are Louisiana: The Role of Stewardship in Promoting Excellence in Higher Education", January 30, 31, 2020. University of Louisiana System *For Our Future* Conference, Monroe, LA.

Poster Presentation: "The Effect of a Study Abroad Experience on Interprofessional and Cultural Competencies", November 16, 2019, Sigma Theta Tau International Biennial Convention, Washington, D.C.

Podium Presentation: "Implementation of the Academic Coach Model for RN to BSN Programs: Results of a Pilot Study", October 4, 2019, Louisiana Association of Student Nurse Convention, Lafayette, LA.

Podium Presentation: "ABC's of Simulation: Revisiting a Faculty Statewide Simulation Program", April 29, 2019, Simulation Medical Training and Education Council of Louisiana Simulation Expo, Baton Rouge, LA.

Poster Presentation: "The Journey to Simulation Accreditation: Keys to Success", April 29, 2019, Simulation Medical Training and Education Council of Louisiana Simulation Expo, Baton Rouge, LA.

### GRANTS/RESEARCH PROJECTS:

#### Extramural Grants:

Broussard, L., Lemoine, J., & Harrington, D. (2023). "Expanding the Region IV Psychiatric Mental Health Nurse Practitioner Workforce". Louisiana Board of Regents, Establishment of Regional Healthcare Innovation Partnerships, \$2,112,241. (Funding Decision Pending).

Broussard, L. (2021). "2022 Simulation Expo: Discovering, Sharing and Leading Simulation Education". Simulation Medical Training Education Council of Louisiana, \$50,000 (Funding Awarded)

*DIRECTION OF GRADUATE STUDENTS*

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*Doctor of Nursing Practice Synthesis Project Advising:*

2021-2023                      Best, Emily (Committee Member)  
Car Seat Safety Education for Nurses in a Pediatric Emergency Department

2017-2019                      Begnaud, Martin (Committee Member)  
An Evaluation of the Implementation of an Evidence- Based Guideline: The Neonatal  
Early-Onset Sepsis Calculator to Decrease Ancillary Laboratory Tests and Antibiotic  
Utilization in the NICU

## References

Demetrius Porche, DNS, PhD, ANEF, FACHE, FAANP, FAAN  
Professor and Dean  
LSU Health New Orleans School of Nursing  
[dporch@lsuhsc.edu](mailto:dporch@lsuhsc.edu)  
504-568-4106

Julie Meaux, PhD, RN, CNE, FNAP  
Professor, Undergraduate Program Coordinator  
School of Nursing  
University of Central Arkansas  
[Juliem@uca.edu](mailto:Juliem@uca.edu)  
501-450-5529

Renee Delahoussaye, MBA, BSN, RN  
Vice President Regional Chief Nursing Officer  
Oschner Lafayette General  
[Renee.delahoussaye@ochsner.org](mailto:Renee.delahoussaye@ochsner.org)  
337-289-7856

Gilbert G. Humbert, MSN, RN  
Market Chief Nursing Officer | VP of Patient Care Services  
Our Lady of Lourdes Regional Medical Center  
[Gilbert.humbert@fmolhs.org](mailto:Gilbert.humbert@fmolhs.org)  
615-397-5050

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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.7.**     **University of Louisiana at Lafayette's** request for approval to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education and Human Development effective July 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education and Human Development effective July 1, 2024 at an annual salary of \$156,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED***, that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette's request for approval to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education and Human Development effective July 1, 2024.



August 1, 2024

Mr. Richard J. "Rick" Gallot, Jr. J.D.  
President and CEO  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

I am requesting to continue the appointment of Dr. Paula Montgomery as Interim Dean of the College of Education effective July 1, 2024 through July 31, 2024. Her curriculum vitae is attached.

Please place this item on the agenda for the August 2024 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to be "E. Joseph Savoie".

E. Joseph Savoie  
President

svc  
Attachment





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

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

## SUMMARY OF QUALIFICATIONS

### EDUCATION

*August 1997*

**Doctor of Philosophy, Educational Leadership and Research**

Dissertation Topic: "The Effectiveness of the 4MAT Multi-level Staff Development and Teaching Model in a Selected School District"

Major Professors: Dr. Hampton Williams and Dr. Art Sutherland  
University of Southern Mississippi, Hattiesburg, Mississippi

*June 1996*

**Educational Administration (+30), K-12**

University of Southern Mississippi, Hattiesburg, Mississippi

*May 1991*

**Master of Education, Guidance and Counseling**

University of Southwestern Louisiana, Lafayette, Louisiana

*December 1984*

**Bachelor of Arts (Cum Laude), Social Studies Secondary Education**

University of Southwestern Louisiana, Lafayette, Louisiana

## PROFESSIONAL EXPERIENCE

### WORK EXPERIENCE

*July 1, 2022 - Present*

**Interim Dean**

College of Education & Human Development

University of Louisiana at Lafayette

Primary duties include promoting faculty development, leading enrollment management and program marketing, building and maintaining positive and productive relationships among faculty and staff, encouraging collaborative alliances within the area and state, and working collaboratively with other stakeholders.

**Selected Areas of Leadership, Participation, and Support:**

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

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

*July 6, 2020*

**Professor Emeritus**

University of Louisiana at Lafayette

*January 2009 – June 2020*

**Associate Dean, College of Education**

University of Louisiana at Lafayette, Louisiana

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

*December 2021 – Present*

**Adjunct Faculty Member**

Framingham State University

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

*July 2017 – Present*

**Contributing Faculty, College of Education**

Walden University

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

*January 2006 – January 2009*

**Department Head, Educational Foundations and Leadership**

University of Louisiana at Lafayette, Louisiana

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

*Summer 2005 – Fall 2005*

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

University of Louisiana at Lafayette, Louisiana

*2002 – 2008*

**Assistant Professor**

University of Louisiana at Lafayette, Louisiana

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

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

1999 to 2002

**Principal**

Hopkins Street Elementary, New Iberia, Louisiana

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

1998 to 1999

**Assistant Principal**

Iberia Middle School, New Iberia, Louisiana

Responsible for assisting with operations of the school in any capacity necessary.

1998 to 2002

**Adjunct Professor**

University of Southwestern Louisiana, Lafayette, Louisiana

Instructor and advisor for undergraduate and graduate students; educational design and research; and facilitator of educational inquiry.

1994 to 1998

**Guidance Counselor**

Iberia Middle School, New Iberia, Louisiana

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

1996 Fall

**Graduate Assistant**

University of Southern Mississippi, Hattiesburg, Mississippi

Department of Educational Leadership and Research

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

1985 to 1994

**Teacher (Social Studies)**

New Iberia Freshman High School, New Iberia, Louisiana

Duties included preparing lesson plans; appropriate presentations of lessons; consideration of individual learning differences; testing and assessment.

1989 to 1990

**Job Training Partnership Act Instructor**

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

1985 Spring

**Teacher (Secondary Social Studies Certified)**

New Iberia Junior High School, New Iberia, Louisiana

Duties included increasing student motivation and student achievement; planning of lessons; testing and assessment; increasing parental involvement in student affairs.



**NOTABLE PROFESSIONAL QUALITIES**

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

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

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

**UNIVERSITY TEACHING:  
Walden University  
ONLINE**

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

**UNIVERSITY TEACHING  
Framingham State University  
ONLINE**

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

**DOCTORAL CANDIDATE COMMITTEES (MEMBER):**

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

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

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- Ratcliff, C., & **Montgomery, P.** (Spring 2008). Secondary English NCTE SPA Program Report. In **P. Montgomery (Ed.)**, *University of Louisiana at Lafayette College of Education NCATE Program Report*. Submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Sheppard, P. (Spring 2008). Secondary Math NCTM SPA Program Report. In **P. Montgomery (Ed.)**, *University of Louisiana at Lafayette College of Education NCATE Program Report*. Submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.
- Rieck, W. (Spring 2008). Secondary Science NSTA SPA Program Report. In **P. Montgomery (Ed.)**, *University of Louisiana at Lafayette College of Education NCATE Program Report*. Submitted to the National Council for Accreditation of Teacher Education (NCATE), Washington, D.C.

**STIPULATION REPORT VIRTUAL VISIT SP2019**

- Adams, M., & Flint, T. (2019). Topic 1: Innovative programs: Early childhood. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 6-8). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Beard, M. (2019). Topic 2: Innovative programs: Elementary Grades 1-5. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 9 -11). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Tolley, L. (2019). Topic 3: Innovative programs: Secondary English. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 12 - 15). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Tackie, N. (2019). Topic 4: Innovative programs: Secondary Math. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 16 - 19). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Keefer, N., Daspit, T., & Lynch, D. (2019). Topic 5: Praxis Scores (Social Studies). In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 20 - 21). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Davis, T., & **Montgomery, P.** (2019). Topic 6: PASSPORT transition to Via by Watermark. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 22 - 24). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Davis, T. (2019). Topic 7: College of Education Assessment Council. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 25 - 28). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Adams, M., & Flint, T. (2019). Topic 8: College of Education Advisory Board. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 29 - 31). Submitted to the Council for the Accreditation of Educator Preparation (CAEP). Washington, D.C.
- Roberts, N. (2019). Topic 9: Student Teacher Exemption Committee and Praxis. In **P. Montgomery** & T. Davis (Eds), *University of Louisiana at Lafayette College of Education CAEP Stipulation Report* (pp. 32 – 34) Preparation (CAEP). Washington, D.C.



## **LDOE CLASS MEASURES ON-SITE REVIEW VISIT REPORTS**

### *Provider Self-Assessment*

- Duhon, C., Davis, T., & Auzenne, L. (2019). Domain 1: Quality of selection. In Daspit, T. & **Montgomery, P. (Eds.)**. *University of Louisiana at Lafayette College of Education Provider Self-Assessment* (pp. 3-5). Submitted to Class Measures for the Louisiana Department of Education On-Site Review. Baton Rouge, LA.
- Daspit, T., & Auzenne, L. (2019). Domain 2: Quality of content knowledge and teaching methods. In Daspit, T. & **Montgomery, P. (Eds.)**. *University of Louisiana at Lafayette College of Education Provider Self-Assessment* (pp. 6-11). Submitted to Class Measures for the Louisiana Department of Education On-Site Review. Baton Rouge, LA.
- Beard, M., Davis, T., & Auzenne, L. (2019). Domain 3: Clinical placement, feedback, and candidate performance. In Daspit, T. & **Montgomery, P. (Eds.)**. *University of Louisiana at Lafayette College of Education Provider Self-Assessment* (pp. 12-16). Submitted to Class Measures for the Louisiana Department of Education On-Site Review. Baton Rouge, LA.
- Davis, T., & **Montgomery, P.** (2019). Domain 4: Quality of program performance management. In Daspit, T. & **Montgomery, P. (Eds.)**. *University of Louisiana at Lafayette College of Education Provider Self-Assessment* (pp. 17-19). Submitted to Class Measures for the Louisiana Department of Education On-Site Review. Baton Rouge, LA.

### *Provider Uploaded Documents*

- Davis, T., & **Montgomery, P. (Eds.)** (2019). *Domain 4, provider uploaded documents: Quality of program performance management*. Submitted to Class Measures for the Louisiana Department of Education On-Site Review. Baton Rouge, LA.

### *Rejoinder to On-Site Review Report*

- Montgomery, P.**, Davis, T., Duhon, C., Beard, M., Auzenne, L., & Daspit, T. (2019). *University of Louisiana at Lafayette College of Education rejoinder to Louisiana Preparation Provider On-Site Review Report*. Submitted to Class Measures for the Louisiana Department of Education On-Site Review. Baton Rouge, LA.

## WEAVE/LIVETEXT TECHNICAL REPORTS (SACS)

### 2019

- Briggs, C. (2019). Center for Gifted Education SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Esters, I. (2019). Counselor Education M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Sheppard, P. (2019). Curriculum and Instruction B.S. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Sheppard, P. (2019). Curriculum and Instruction M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Briggs, C. (2019). Education of the Gifted M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Olivier, D. (2019). Educational Leadership Ed.D. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- DeFavero, F. (2019). Educational Leadership M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Maddox, A. (2019). Athletic Training B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Campbell, B. (2019). Exercise Science B.S. SACS Annual Report. In **P. Montgomery (Ed.)**,

University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

- Duncan, C. (2019). Health and Physical Education B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Landry, L. (2019). Health, Promotion and Wellness B.S. On-line SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Foret, C. & Davis, G. (2019). Kinesiology M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Ochieng, P. (2019). Sports Management B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

## 2018

- Briggs, C. (2018). Center for Gifted Education SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Esters, I. (2018). Counselor Education M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Sheppard, P. (2018). Curriculum and Instruction B.S. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Sheppard, P. (2018). Curriculum and Instruction M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.



- Briggs, C. (2018). Education of the Gifted M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Olivier, D. (2018). Educational Leadership Ed.D. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- DeFavero, F. (2018). Educational Leadership M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Aldret, R. (2018). Athletic Training B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Campbell, B. (2018). Exercise Science B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Duncan, C. (2018). Health and Physical Education B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Landry, L. (2018). Health, Promotion and Wellness B.S. On-line SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Davis, G. (2018). Kinesiology M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Ochieng, P. (2018). Sports Management B.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education (School of KNES) Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

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- Briggs, C. (2017). Center for Gifted Education SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Esters, I. (2017). Counselor Education M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
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- Sheppard, P. (2017). Curriculum and Instruction M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2016-2017. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
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- Briggs, C. (2016). Center for Gifted Education SACS Annual Report. In P. Montgomery (Ed.), University of Louisiana at Lafayette College of Education Annual Report 2015-2016. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
- Esters, I. (2016). Counselor Education M.S. SACS Annual Report. In **P. Montgomery (Ed.)**, University of Louisiana at Lafayette College of Education Annual Report 2015-2016. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.
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DeFavero, F. (2015). Educational Leadership M.ED. SACS Annual Report. In **P. Montgomery & T. Davis (Eds.)**, University of Louisiana at Lafayette College of Education Annual Report 2013-2014. Submitted to the University of Louisiana at Lafayette Office of Institutional Assessment.

## 2014

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

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

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

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

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

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

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

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

- |              |  |
|--------------|--|
| 2012         | <b>Request for Approval Report: College of Education MED Curriculum and Instruction Program through Distance Learning Technologies</b> |
| 2011-Present | <b>National Council on Teacher Quality (NCTQ) Report</b><br>Data collection and report required by the UL System.                      |



|                 |   |
|-----------------|---|
| 2011-Present    | <b>Value-Added Programmatic Intervention Corrective Action Plan</b><br>Subject Areas: English (Alternative Certification); Science (Alternative Certification and Traditional Grades 1-5); Social Studies (Traditional Grades 1-5)  |
| 2010            | <b>College of Education Program Prioritization Plan</b><br>Author of this required report requested by the UL Lafayette Provost Office for the strategic planning process of academic program coordination, collaboration and continuation.   |
| 2010 to Present | <b>College of Education Weave On-Line Assessment Program for SACS Report</b><br>Facilitator of this data collection process required by the Vice President of Institutional Effectiveness.  |
| 2010 to Present | <b>College of Education NCATE/CAEP Annual Reports</b><br>Completion and submission of the Annual Report required by NCATE/CAEP.   |
| 2010 to 2016    | <b>Non-Public School Leaders Certification Series 2010</b><br>Author and implementation facilitator of the proposal for the Non-Public School Leaders Certification Program in Administration. This academic program was approved by the UL System Board (August 2011) and by the Board of Regents (September 2011). Implementation: January 2012.  |
| 2010 to Present | <b>Handbook for Teacher Interns, Cooperating Teachers, School Administrators and University Supervisors 2010-2011 (Revised)</b><br>Contributor and co-editor of this revised handbook.  |
| 2010 to Present | <b>College of Education Clinical Field-experience Handbook Revised</b><br>Contributor and co-editor of this revised handbook; Co-chair of the COE Clinical Field-Experience Revision Committee.   |
| 2009 to Present | <b>College of Education National Council for the Accreditation of Teacher Education (NCATE) 2009 Institutional Report (MET)</b><br>An in-depth institutional report submitted to NCATE for assessment and evaluation of the undergraduate and graduate programs with regard to the following standards: <ul style="list-style-type: none"> <li>• Conceptual Framework</li> <li>• Standard 1: Candidate Knowledge, Skills and Dispositions</li> <li>• Standard 2: Assessment System and Unit Evaluation</li> <li>• Standard 3: Field Experiences and Clinical Practice</li> <li>• Standard 4: Diversity</li> <li>• Standard 5: Faculty Qualifications, Performance and Development</li> <li>• Standard 6: Unit Governance and Resources</li> </ul> |

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

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

*2009 to Present*

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

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

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

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

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

*2009 to Present*

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

| Specialized Professional Association (SPA)  | Accreditation Status | Thru Dates |
|---|----------------------|------------|
| Elementary Education (Association for Childhood Education International)                  | Recognized           | 2.1.20222  |
| Early Childhood Education (National Association for the Education of Young Children)      | Recognized           | 2.1.2024   |
| Gifted Education (National Association for Gifted Children)                               | Recognized           | 2.1.2025   |
| Middle School Education (Association for Middle Level Education)                          | Recognized           | 2.1.2024   |
| Physical Education 2008 Standards (National Association for Sport and Physical Education) | Recognized           | 8.1.2024   |



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

### PROFESSIONAL PRESENTATIONS AT INTERNATIONAL CONFERENCES

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

### PROFESSIONAL PRESENTATIONS AT NATIONAL CONFERENCES

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

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

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

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

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

- Davis, J., Pitre, A., Trahan, M., **Montgomery, P.**, & Jackson-Scott, M. (2012, February). *The Journey to Becoming a Teacher: Enhancing Teacher Education Programming for First-Generation and Low Income Students*, Paper presented at the 31<sup>st</sup> Annual Research Association of Minority Professors (RAMP) Conference, Houston, Texas.
- Montgomery, P.S.**, Gowe, R., & McCann, S. (2011, February). *Higher Education and the "On-Line" Game*. Paper presented at the 30<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Coppin State University, Baltimore, Maryland.
- Gowe, R., & **Montgomery, P.S.** (2011, February). *The New Inquiry in Education: Reshaping the Skill Demands of Today's Students*. Paper presented at the 30<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Copping State University, Baltimore, Maryland.
- Montgomery, P.S.**, Gowe, R., & Sanders, M.M. (2010, February). *Social Networking: Precepts, Possibilities and Problems..* Paper presented at the 29<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Prairie View A&M University, Houston, Texas.
- Gowe, R.,& **Montgomery, P.S.** (2010, February). *The New Normal in Higher Education: Change in the Face of Uncertainty*. Paper presented at the 29<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Prairie View A&M University, Houston, Texas.
- Montgomery, P.S.** (2010, July). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders, Louisville, Kentucky.
- Montgomery, P.S.** (2010, March), *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders, Atlanta, Georgia.
- Montgomery, P.S.** (2009, October), *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders, Atlanta, Georgia.
- Montgomery, P.S.** (2009, April). *Creating a High-Performance Learning Culture: A Training Session for School Leaders*. Southern Regional Education Board Learning-Centered Leadership Program National Training for School Leaders. Atlanta, Georgia.
- Montgomery, P.S.** & Gowe, R. (2009, February). *Electronic Aggression and the Youth of Tomorrow*. Paper presented at the 28<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Montgomery, Alabama.
- Gowe, R., Trahan, M., & **Montgomery, P.S.** (2009, February). *Meta-Leadership and Joint Educational Leadership: A Model for Connectivity in Addressing Disparities Among Minority Populations*. Paper presented at the 28<sup>th</sup> Annual Research Association of Minority Professors (RAMP) Conference, Montgomery, Alabama.



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

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

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

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

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

## PRESENTATIONS AT STATE CONFERENCES

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

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

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

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

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

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

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

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

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

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



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

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

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

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

## PROFESSIONAL DEVELOPMENT WORKSHOP PRESENTED TO SCHOOLS/DISTRICTS

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

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

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

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

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

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

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

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

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

**Montgomery, P.S.** (2009, August). *Creating a High-Performance Learning Culture*. Presented to Prairie Elementary Faculty and Staff, Lafayette, Louisiana.

**Montgomery, P.S.** (2008, August). *Creating a High-Performance Learning Culture*. Presented to Green T. Lindon Elementary Faculty and Staff, Lafayette, Louisiana.

**Montgomery, P.S.** (2008, August). *Different Does Not Mean Deficient: Differentiated Instruction*. Presented to Abbeville High School and J.H. Williams Middle School Faculty and Staff, Abbeville, Louisiana.

**Montgomery, P.** (2007, November). *How to Mentor in a Rigorous, Standards-based Internship: A Program for Principal Mentors*. Presented to Region IV Area Administrators, Wetlands Center, Lafayette, Louisiana.

**Montgomery, P.** (2007, November). *School-Community Relations*. Presented to the St. Martin Parish Leadership Academy, Breaux Bridge, Louisiana.

**Montgomery, P.** (2007, October). *Creating a High-Performance Learning Culture Part 1*. Presentation for the Vermillion Parish School System New Teacher Professional Development, Abbeville, Louisiana.

**Montgomery, P.** (2007, October). *Ten Essentials of Teamwork*. Presentation for the Lafayette Parish School System Educational Support Staff Conference, Lafayette, Louisiana.

**Montgomery, P.** (2007, September). *Instructional Strategies for Children of Poverty*. Presented to the After School for All: TANF Instructional Staff (Believers' Family Worship Center), New Iberia, Louisiana.

**Montgomery, P.** (2007, September). *Different Does Not Mean Deficient: Marching to the Beat of a Different Drummer*. Presented to the Cecilia Primary Faculty, Cecilia, Louisiana.

**Montgomery, P.** (2007, August). *Different Does Not Mean Deficient: Marching to the Beat of a Different Drummer*. Presented to the Woodvale Elementary Faculty and Staff, Lafayette, Louisiana.

**Montgomery, P.** (2007, January). *Different Does Not Mean Deficient*. Presented to the St. Martin Parish Public School Administrators, Breaux Bridge, Louisiana.

**Montgomery, P.** (2007, January). *Creating a High-Performance Learning Culture*. Presented to the Jefferson County Public School Administrators, Louisville, Kentucky.

**Montgomery, P.** (2007, January). *Creating a High-Performance Learning Culture*. Presented to the Austin-East High School Faculty and Staff, Knoxville, Tennessee.

**Montgomery, P.** (2007, January). *Creating High-Performance Learning Cultures*.



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

- Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the Cleveland Middle School Faculty and Staff, Albuquerque, New Mexico.
- Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the Eldorado High School Faculty and Staff, Albuquerque, New Mexico.
- Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the West Mesa High School Faculty and Staff, Albuquerque, New Mexico.
- Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the Highland High School Faculty and Staff, Albuquerque, New Mexico.
- Montgomery, P.** (2006, August). *Creating High-Performance Learning Cultures*. Presented to the West Mesa/Highland Cluster Administrators, Albuquerque, New Mexico.
- Montgomery, P.** (2006, June). *Creating High-Performance Learning Cultures*. Presented to the Del Norte Administrative Cluster, Albuquerque, New Mexico.
- Montgomery, P.** (2006, June). *Creating High-Performance Learning Cultures*. Presented to the Lafayette Parish School System Administrators, Lafayette, Louisiana.
- Montgomery, P.** (2006, January). *Creating High-Performance Learning Cultures*. Presented to the faculty and staff of Thomas Gibbs Elementary School, Four Corners, Louisiana.
- Montgomery, P.** (2005, September). *High Priority High Schools*. Presented at the Tennessee State Department of Education Conference, Memphis, Tennessee.
- Montgomery, P.** (2005, August). *Creating a High-Performance Learning Culture*. Presented to the faculty and staff of Capitol Middle School, Baton Rouge, Louisiana.
- Montgomery, P.** (2005, August). *Creating a High-Performance Learning Culture*. Presented to the faculty and staff of Eden Park Elementary, Baton Rouge, Louisiana.
- Montgomery, P. & Garrette, C.** (2004, September). *Creating a High-Performing Culture*. Presentation at the Tennessee State Department of Education Conference, Memphis, Tennessee.
- Montgomery, P.** (2004, August). *Teaming: The Foundation for Success*. Presented to the faculty and staff of Forest Park Middle School, Forest Park, Georgia.
- Montgomery, P.** (2004, July). *The 8-Step Instructional Process: A Journey Through Continuous Improvement in the Classroom*. Presented to the faculty and staff of Hopkins Street Elementary School, New Iberia, Louisiana.

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

## KEYNOTE ADDRESSES

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

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

- Montgomery, P.** (2003, November). *Steppin' into Success*. Featured speaker for the Westgate High School Student Council Family Banquet, New Iberia, Louisiana.
- Montgomery, P.** (2003, October). *Hopkins Elementary Chooses to Be Drug Free*. Featured Speaker for the Hopkins Elementary 2003 Drug Free Rally, New Iberia, Louisiana.
- Montgomery, P.** (2003, May). *What Happens When Communities Care?* Featured Speaker for the Loreauville High School Community Appreciation Banquet, Loreauville, Louisiana.
- Montgomery, P.** (2003, March). *Beating the LEAP*. Featured Speaker for the Hopkins Street Elementary LEAP Rally, New Iberia, Louisiana.
- Montgomery, P.** (2002, August). *Accepting the Challenge*. Featured speaker for the Iberia Parish School Summer Commencement, Iberia Parish School Board, New Iberia, Louisiana.
- Montgomery, P.** (2001, October). *Teacher Placement and Induction*. Invited Speaker for the Educational Leadership Seminar, Southern University, Baton Rouge, Louisiana.
- Montgomery, P.** (2001, February). *What's Your Leadership Style?* Invited Speaker for the Academy for Aspiring Leaders: Principal Candidates (Grant), University of Louisiana at Lafayette, Lafayette, Louisiana.
- Montgomery, P.** (2000, July). *Teaching Students in the New Millennium*. Invited Speaker for the Approached to School Improvement: The Multi-Cultural Dimension Symposium, University of Louisiana at Lafayette, Lafayette, Louisiana.
- Montgomery, P.** (1999, March). *What's Your Leadership Style?* Invited Speaker for the Educational Leadership Seminar, Southern University, Baton Rouge, Louisiana.
- Montgomery, P.** (1998, April). *What's Your Learning Style?* Invited Speaker for the Waveland Elementary Staff Development, Waveland Elementary School, Waveland, Mississippi.

## GRANTS

2021 Fall

### **2020 Trio Grant (Emphasis: First Generation Education Majors)**

Co-Principal Investigator of grant designed to enhance the number of first generation college students in the College of Education.

Award Granted: \$1.2 million dollars over a 5 year period



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| 2016 Fall      | <p><b>2015 Trio Grant (Emphasis: First Generation Education Majors)</b><br/> Co-Principal Investigator of grant designed to enhance the number of first generation college students in the College of Education.<br/> Award Granted: \$1.2 million dollars over a 5 year period</p>  |
| 2010 Fall      | <p><b>2009 Trio Grant (Emphasis: First Generation Education Majors)</b><br/> Co-Principal Investigator of grant designed to enhance the number of first generation college students in the College of Education.<br/> Award Granted: \$1.1million (\$220,000 per year for 5 years)</p>   |
| 2005 Summer    | <p><b>2005 Summer Research Award</b><br/> Recipient of this award granted by the University of Louisiana at Lafayette. Originally awarded for Summer 2004, however this endeavor was not fulfilled until Summer 2005 due to request by the Dean to serve as the NCATE Coordinator for the College of Education.<br/> Submitted: October 2004 (University of Louisiana at Lafayette)<br/> Awarded Potential: \$5100.00 (Funded)</p>   |
| 2004 Summer    | <p><b>2004 Summer Research Award</b><br/> Recipient of this award granted by the University of Louisiana at Lafayette. The conceptual framework of this project will be designed to create realty-based case studies to be utilized with the upcoming Doctor of Education Degree program as well as the newly redesigned Master's program.<br/> Submitted: October 2003 (University of Louisiana at Lafayette)<br/> Award Potential: \$4900.00 (Funded)(Postponed due to NCATE efforts.)</p> |
| 2003 Summer    | <p><b>2003 Summer Research Award</b><br/> Principal investigator of this proposal to create a distance learning – web based course to be implemented in the upcoming Doctor of Education Degree program regarding Leadership Models and Theories.<br/> Submitted: October 2002 (University of Louisiana at Lafayette)<br/> Award Potential: \$4800.00 (Funded)</p>   |
| 2002 September | <p><b>Ventures in Leadership Grant 2002</b><br/> Co-principal investigator of this proposal to enhance and increase educational administrative recruits through a structured academy for potential leaders.<br/> Submitted: September 12, 2002<br/> Award Potential: \$50,000.00 (Not funded).</p>   |

*2002 July***School Leadership Program Grant 2002**

Co-principal investigator of this proposal designed to structure leadership modules in St. Martin Parish in schools identified as high need areas.

Submitted: July 2002 (Not funded).

Award Potential: \$396,068.69

**COMMITTEES****UNIVERSITY COMMITTEES**

|                        |  |
|------------------------|--|
| 2022 – Present         | <b>UL Lafayette Strategic Planning Committee</b><br><b>“Enhancing Organizational Culture”</b><br>UL Lafayette Strategic Plan Sub-Committee                           |
| 2018 to 2020           | <b>UL Lafayette Associate Deans Council</b><br>Council of Associate Deans  |
| 2015 to Present        | <b>University of Louisiana at Lafayette Assessment Council</b><br>Charged with the task of collecting data from all units of the institution for SACS Reports.       |
| 2013                   | <b>Online Program Coordinators Round Table</b><br>Charged with the task of presenting and defining new academic options and programs to increase online programming. |
| 2011 Spring            | <b>Graduate School Dean Search Committee</b><br>Charged with the task of presenting 3 final candidates for the position of Graduate School Dean.                     |
| 2011 Spring to Present | <b>Distance and Electronic Program Development Task Force</b><br>Charged with the expansion of distance learning academic programs and initiatives.                  |
| 2011 Spring            | <b>2011 Retention Committee (Academic Affairs: Faculty)</b>  |
| 2009 to 2011           | <b>SACS-QEP (Quality Enhancement Plan) Implementation Committee</b><br>Charged with the implementation of the newly designed QEP                                     |
| 2009 to 2015           | <b>Continuing, Executive, and Non-Credit Program Budget Task Force</b><br>Charged with acquiring and analyzing program offerings and revenue generation.             |
| 2009 to 2011           | <b>Outstanding Teacher Award (UL Lafayette)</b>  |

Review committee charged with the selection of an Outstanding Teacher for the university.

*2008 to 2011*

**SACS – QEP (Quality Enhancement Plan) Steering Committee**

Charged with the responsibility of preparing the QEP for the University.

- Chair, Faculty Development Sub-committee

*2008 to 2020*

**College of Education Graduate Faculty Review Committee Chair**

Charged with the responsibility of reviewing applications for renewed Graduate Faculty Status.

*2008 to 2010*

**Think Tank – United Way (UL Lafayette Division)**

Charged with the responsibility of increasing United Way contributions.

*2007 to 2009*

**Academic Advising Selection Committee**

Charged with the responsibility of selecting the top 50 Academic Advisors.

*2006 to 2009*

**University of Louisiana at Lafayette, Graduate Council**

Charged with the responsibility of creating policy for the institution as well as advisory duties. Appointed to a three-year term beginning Fall 2006.

- Chair, Fellowship Sub-committee

*2006 Spring to Present*

**University Mentor**

Charged with the responsibility of mentoring students at the university

*2006 Spring to Present*

**Deans, Directors and Department Heads**

Committee designed to promote academic improvement of the university.

*2006 Fall to 2010*

**Minority Graduate Student Recruitment Task Force**

Charged with the responsibility of planning and recruiting minority students.

*2006 Fall*

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

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

*2005 Fall*

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

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



*2005 Spring*                      **Special Appeals Committee (Graduate Faculty Status)**  
Committee designed to hear the case of a faculty member who was pursuing graduate faculty status.

*1999 Spring*                      **Graduate Faculty Representative: Committee of Wendy Coats**  
Charged with representing the Graduate School for the oral examination of this student.

## **COLLEGE OF EDUCATION COMMITTEES**

*2020*                                  **College of Education Tenure and Promotion Committee, Chair**  
Lead review of tenure and/or promotion applications/portfolios submitted by faculty for the advancement for tenure or rank

*2020*                                  **College of Education Professorship Committee, Chair**  
Lead review of materials provided by faculty for available professorships in the college

*2019*                                  **College of Education Faculty Handbook, Chair**  
Lead committee in the revision and development of the COE Faculty Handbook

*2017*                                  **Search Committee for Position: Assistant Dean**  
Charged with securing a qualified applicant with the necessary skills and credentials for the Assistant Dean's Position

*2009 to 2020*                      **NCATE Steering Committee, Chair (Associate Dean)**  
Committee designed to collaboratively examine the needs of each NCATE Standard for the purpose of aligning our College strengths and areas of concern. NCATE Visit: November 7 -11, 2009; All Standards Met (BOE Report)

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

*2009 to 2016*                      **Robinette Award Scholarship Committee, Chair**  
Financial award given to a graduate student who is currently pursuing a masters or a doctorate in education.

*2007 to 2009*                      **ELCC SPA Co-Chair**  
**University of Louisiana at Lafayette, Lafayette, Louisiana**  
Committee designed to prepare and rejoin the ELCC Spa Report.

|                               |   |
|-------------------------------|---|
| <i>2004 Spring to Present</i> | <b>College of Education Administrative Council</b><br><b>University of Louisiana at Lafayette, Lafayette, Louisiana</b><br>Executive Council designed to develop, administer, and implement policy in the College of Education.   |
| <i>2008 to 2020</i>           | <b>Graduate Appeals Committee, Chair</b><br>Committee designed to conduct the hearings for the graduate students appeals process.   |
| <i>2008 to 2020</i>           | <b>Graduate Faculty Status Review Committee, Chair</b><br>Committee designed to conduct the review of faculty member applications for Graduate Faculty Status   |
| <i>2006 to 2015</i>           | <b>College of Education Alumni Chapter</b><br>Vice President of Academic Affairs  |
| <i>2005 Summer</i>            | <b>College of Education Alumni Chapter</b><br><b>Board of Directors, Member at Large 3 Years</b><br>This organization is designed to encourage, promote and recognize academic excellence as well as to cultivate interest and support in the activities of the College and University.                     |
| <i>2005 to 2019</i>           | <b>Doctor of Education Consortium Council</b><br>Committee charged with the implementation of policy regarding the Ed.D.  |
| <i>2004 Spring to 2006</i>    | <b>NCATE Coordinator, College of Education</b><br>University of Louisiana at Lafayette, Lafayette, Louisiana<br>Appointed April 2004 with duties to fulfill the mandates of the NCATE Accreditation Process. NCATE Visit: November 13-17, 2004; Met All Standards (BOE Report).                             |
| <i>2004 Spring</i>            | <b>NCATE Steering Committee Chair</b><br>Committee designed to collaboratively examine the needs of each NCATE Standard for the purpose of aligning our College strengths and areas of concern.   |
| <i>2003 Spring to 2005</i>    | <b>Doctorate of Education Sub-committee (Development Team)</b><br>Committee designed to construct the curriculum framework for the Doctorate of Education proposal. Developer of Preliminary Syllabi for School Facilities, School Culture and School Personnel; proposal reviewed by team in January 2004. |
| <i>2003 Spring to 2005</i>    | <b>Diversity Committee for NCATE Visit</b><br>Committee designed to implement the NCATE mandates with regard to diversity.  |

## EDUCATIONAL FOUNDATIONS AND LEADERSHIP DEPARTMENT COMMITTEES

|              |  |
|--------------|--|
| 2014         | <p><b>Search Committee Chair for Position ED 6-12</b><br/>Charged with securing a qualified applicant with the necessary skills and credentials for the Assessment Coordinator's Position</p>  |
| 2008 to 2009 | <p><b>Search Committee Member for Position ED 5-08</b><br/>Charged with securing a qualified applicant with the necessary skills and credentials to enhance the Doctorate of Educational Leadership Program</p>  |
| 2008 to 2009 | <p><b>Search Committee Member for Position ED 4-08</b><br/>Charged with securing a qualified applicant with the necessary skills and credentials to enhance the Doctorate of Educational Leadership Program</p>  |
| 2008         | <p><b>Search Committee Chair for Position ED 2-07</b><br/>Charged with securing a qualified applicant with the necessary skills and credentials for the Assessment Coordinator's Position</p>  |
| 2007         | <p><b>Search Committee Member for Position ED 1-07</b><br/>Charged with securing a qualified applicant with the necessary skills and credentials for the benefit of enhancing our newly redesigned Doctorate in Educational Leadership.</p>  |
| 2006 to 2008 | <p><b>Doctorate in Education Admissions Committee</b><br/>Charged with the task of assessing admission materials submitted by applicants interested in becoming a candidate for the Ed.D. Program.</p>   |
| 2006 Spring  | <p><b>Search Committee Member for Position ED1-05</b><br/>Charged with securing a qualified applicant with the necessary skills and credentials for the benefit of enhancing our newly redesigned Doctorate in Educational Leadership.</p>   |
| 2004 – 2005  | <p><b>Search Committee Chair for Position E2-03</b><br/>Lead committee efforts in securing a qualified applicant with the necessary skills and credentials for the benefit of enhancing our newly redesigned Educational Leadership Program.</p>   |
| 2004 to 2008 | <p><b>Member of the Leadership Management Team for the Wallace Grant Partnership with Lafayette Parish Schools</b><br/>Committee designed to collaborate with Lafayette Parish Schools regarding a 4-tier model designed to enhance administrative and teacher-leader capacity in the school district.</p> |

|                                 |  |
|---------------------------------|--|
| <i>2005 to 2009</i>             | <b>EDLD Planning Team</b><br>Committee designed to implement the newly redesigned Masters in Educational Leadership.   |
| <i>2004 to 2008</i>             | <b>Member of the Educational Leadership Advisory Board</b><br>Committee designed to collaborate with our educational partners regarding the need and development of educational leaders.   |
| <i>2003 Spring</i>              | <b>Leadership Summit Team Member (Louisiana State Dept of Ed)</b><br>University of Louisiana representative for this committee designed to address the new redesign structure necessary for the customization of the new Educational Leadership Program. |
| <i>2002 Fall to 2004 Spring</i> | <b>SREB (Southern Regional Education Board) Team Member</b><br>Committee designed to evaluate the present curricula structure and implement "best practices" as noted by SREB.   |
| <i>2002 Fall to 2008 Fall</i>   | <b>Educational Foundations and Leadership Redesign Team</b><br>Committee designed to structure and implement state mandates for educational leadership reform.   |

#### **SPECIAL CERTIFICATED TRAININGS/ENDORSEMENTS**

|                      |  |
|----------------------|--|
| <i>2013 February</i> | <b>Quality Matters: On-Line Certification</b><br>Applying the QM Rubric (APPQMR) facilitated by Joe Friona   |
| <i>2011 November</i> | <b>Certified Level 1: On-Line Distance Learning Teacher</b><br>Funded by the Southern Regional Education Board and facilitated by the Florida Virtual School of Instruction  |
| <i>2007 October</i>  | <b>SREB Leadership Training (Atlanta, Georgia)</b><br>Topic: Building and Leading Effective School Improvement Teams   |
| <i>2006 June</i>     | <b>SREB Leadership Training (Baton Rouge, Louisiana)</b><br>Topic #1: Mentoring Competency-Based Internships: A Skills Training Program for Mentors of School Leaders<br>Topic #2: Developing Internship Programs for School Leaders: A How-to Guide for University and School District Partners |
| <i>2006 February</i> | <b>SREB Leadership Training (Baton Rouge, Louisiana)</b><br>Topic: Coaching for School Improvement   |
| <i>2005 March</i>    | <b>SREB Leadership Training (Baton Rouge, Louisiana)</b>   |

Topic: Building and Leading Effective Teams

2003 June

**SREB Leadership Training ( Atlanta, Georgia)**

Topic: Creating a High Performance Learning Culture

2001 May

**Louisiana Principal Internship 2 Year Program**

Louisiana State Department of Education

2001 March

**Boys Town Education Model: Well-Managed Classroom Workshop**

Father Flanagan's Boys Home, Omaha, Nebraska

2000 Summer

**Professional Development School Model**

University of Louisiana at Lafayette, Louisiana

1999 Summer

**District Assistance Team (DAT)**

Louisiana State Department of Education

1999 May

**Louisiana Teacher Assistance and Assessment Program**

Louisiana State Department of Education

1999 January

**Facilitative Leadership for Assistant Principals**

Louisiana State Department of Education

#### **OTHER PROFESSIONAL INVOLVEMENT**

2020 - 2021

**Lafayette Parish Library Foundation Council**

Serves as a member of the Board

2015 Nov to Dec 2022

**Council for the Accreditation of Educator Preparation (CAEP)**

Serves as a member of the Accreditation Council

2014 November

**Carnegie Foundation for the Advancement of Teaching: Explorers' Workshop**

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

2013 May

**SREB Annual Leadership Forum 2013**

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

2006 Summer

**Louisiana State Department of Education**

**Mentor Module Committee**

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

2005 January

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

Participant in the SACS Interview Process for Lafayette Parish

- 2004**  
**Iberia Parish Reading First Leadership Team**  
 Team member of this team designed to advocate for reading literacy.
- 2004 December**  
**District Assistance Team (DAT) Member**  
 Team member for Westgate High School in Iberia Parish
- 2003 February**  
**District Assistance Team (DAT) Member**  
 Team member for Westgate High School in Iberia Parish.
- 2002 Spring**  
**District Assistance Team (DAT) Member**  
 Team member for Westgate High School in Iberia Parish.
- 1999 Spring**  
**Louisiana State Department of Education 8(g) Grant Reader**  
 Examined and evaluated grant proposals for funds distributed through the 8(g) project.
- 1999 – 2002**  
**Member of the Iberia Parish Technology Committee**  
 Reviewed the progress of technology growth in Iberia Parish as well as supported the link between academics and technology.
- 1997 to 1998**  
**Steering Committee Member**  
 Southern Association of Secondary Schools and Colleges Accreditation  
 Iberia Middle School, New Iberia, Louisiana  
 Duties include the organization of major committees and sub-committees; assessment of individual strengths and weaknesses of the institutional structure.
- 1997**  
**Visiting Team Member for SACS (Southern Accreditation of Colleges and Schools)**  
 Ecological review of East Junior High School, Opelousas, Louisiana

## HONORS AND AWARDS

- 2023**  
**Outstanding African American Educator**  
 Presented by Mt. Zion Baptist Church #1, Loreauville, LA
- 2020**  
**UL Lafayette Professor Emeritus**  
 College of Education  
 Educational Foundations and Leadership Department
- 2016**  
**Dr. Frank T. Hawkins Distinguished Scholar Award (RAMP)**  
 Research Association of Minority Professors (RAMP) Organization



Conference in Houston, Texas

- 2013 - 2016 **Kathy Authement Prouet/BORSF Professorship in Edu I**  
Endowed professorship for a three-year period
- 2010 Spring **Outstanding Alumni Award 2010**  
College of Education Annual Spring Awards Celebration
- 2009 Spring **Lifetime Achievement Award**  
College of Education Alumni Chapter
- 2005 Spring **Outstanding African-American Leader in the New Iberia Community**  
Presented by Little Zora Baptist Church for Black History Month.
- 2004 Fall **SREB Certified Trainer**  
Listed on the SREB website as a certified trainer in the "Creating a High Performing Learning Culture" Module
- 2003 Fall **Portrait Unveiled at Hopkins Elementary, New Iberia, LA**  
Professional Portrait unveiled and hung at the school where served as principal for three years.
- 1998 Spring **Who's Who Among American Educators**  
Recipient Spring 1998
- 1994 May **Outstanding Educator**  
New Iberia Senior High School Commencement Exercises  
Essay competition involving the senior students of New Iberia Senior High of which the writing about my teaching abilities was selected.
- 1992 July **Taft Institute for Educators Fellowship Recipient**  
Southern University, Baton Rouge, Louisiana  
Director: Dr. Jewel Prestage  
Topic: "Minorities in the Political Arena"
- 1991 July **National Endowment of Humanities Fellowship Recipient**  
University of Kansas, Lawrence, Kansas  
Director: Dr. Phillip Paludan  
Topic: "Society, Slavery, and the Civil War"

## COMMUNITY SERVICE

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

|                 |  |
|-----------------|--|
| 2013            | <b>United Way of Acadiana Board of Directors</b><br>Installed February 2013 – 3 Years (2 <sup>nd</sup> Appointment)  |
| 2011            | <b>United Way of Acadiana Mobilization Team Member</b>   |
| 2011            | <b>United Way of Acadiana Community Impact Cabinet Member</b>  |
| 2011            | <b>United Way of Acadiana Education Vision Council, Chair</b>  |
| 2011 April      | <b>Tri-City Helping Hearts Foundation, Morgan City, Louisiana</b><br>Keynote for the annual fundraiser banquet   |
| 2010 March      | <b>United Way of Acadiana Board of Directors</b><br>Installed March 2010 -3 Year Appointment   |
| 2009 November   | <b>Lafayette Parish Public Education Stakeholders Council</b><br>Representative for UL Lafayette   |
| 2009 to Present | <b>United Way Education Vision Council</b><br>Charged with enhancing student achievement in the Acadian Area   |
| 2009 February   | <b>Southwest Kiwanis Black History Month Celebration</b><br>Keynote Speaker  |
| 2008 September  | <b>Acadiana Educational Endowment</b><br>Invited Member of the Board of Directors  |
| 2006 March      | <b>Keynote Speaker: Annual Graduation for the Avoyelles Parish Correctional Center</b><br>Cottonport, Louisiana  |
| 2005 Fall       | <b>Selected Member of the United Clergy Action Team</b><br>Committee designed to coordinate the needs of evacuees due to man-made or natural disasters.                          |
| 2004 January    | <b>Featured Speaker for the Louisiana Conference of Health and Hospitals Social Welfare Division Region 6</b><br>Topic: "Working toward Building Better Families"<br>Host: LCHSS |
| 2003 October    | <b>Keynote Speaker for the Iberia Parish Cancer Association Luncheon</b><br>Topic: "Pressing Toward the Mark"<br>Host: Iberia Parish Cancer Association                          |

**PROFESSIONAL ORGANIZATIONS/POSITIONS**

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

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

**PERSONNEL COMMITTEE**

**August 22, 2024**

**Item K.8.**     **University of New Orleans'** request for approval to appoint Mr. Justin McKenzie as Vice President for Information Technology and Chief Information Officer effective October 1, 2024.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Mr. Justin McKenzie as Vice President for Information Technology and Chief Information Officer effective October 1, 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 Mr. Justin McKenzie as Vice President for Information Technology and Chief Information Officer effective October 1, 2024.*



THE UNIVERSITY *of*  
**NEW ORLEANS**  

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OFFICE OF THE PRESIDENT

July 19, 2024

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

Re: Justin McKenzie

Dear Dr. Gallot,

On behalf of the University of New Orleans, I am requesting approval to hire Mr. Justin McKenzie for the position of Vice President for Information Technology and Chief Information Officer effective October 1, 2024.

Thank you for your consideration.

Sincerely,

Kathy E. Johnson  
President





July 19, 2024

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

Dear Dr. Gallot,

The University of New Orleans (UNO) requests approval of Justin McKenzie as Vice President for Information Technology and Chief Information Officer effective October 1, 2024. A national search was conducted, and applications were received through our internal Human Resources Workday Careers webpage. The position was advertised on ITJobsinHigherEd.com, TechCareers.com, WorkNOLA.com and SourceAmerica.com as well as the University of New Orleans' Human Resources' Workday careers page.

A search committee consisting of faculty, staff, and a student from the College of Liberal Arts, Education and Human Development was charged with developing a candidate pool and screening applicants. A total of 62 applications were received with 21 qualified applicants reviewed by the search committee. Six applicants were selected for zoom interviews. Three were invited to interview on campus. Following the on-campus interviews, the search committee assembled and submitted a report containing strengths and limitations of each of the candidates who visited campus for consideration by the President and Provost.

Mr. McKenzie earned a BS in Information Systems from the University of Southern Mississippi in 1988, an MBA in Operational/IT Management from William Carey University in 2001 and MS in Engineering Technology from the University of Southern Mississippi in 2005. He is currently pursuing a PhD in Instructional Technology and Design from the University of Southern Mississippi.

Mr. McKenzie's career experience in information technology has spanned both public and private institutions across the nation.

Thank you for consideration of our request.

Sincerely,

Dr. Kathy E. Johnson  
President  
Enclosures

## Justin McKenzie

Dear Members of the Search Committee,

I am writing at this time to submit my confidential application for the position as Chief Information Officer at The University of New Orleans. I have included my resume along with a list of projects which reflect accomplishments made while working in higher education. I am an experienced, enthusiastic and collaborative team leader, who enjoys empowering customers, faculty and staff members to leverage technology to unlock business value that helps organizations obtain strategic goals. It would be a privilege to join The University of New Orleans community and contribute to its continued success.

I have reviewed material available online about The University of New Orleans. It is apparent to me, that the university is poised to continue its forward progress to embrace changing times in higher education. I find that promoting a transparent, collaborative, team spirited culture in technology integration and support, fosters the development of positive opportunities, and would like to explore those opportunities to help position UNO for continued advancement. Many of my experiences and qualifications leave me well prepared for this leadership position and the University of Louisiana System. My administrative responsibilities over the past 20+ years have proven to be successful in both corporate and higher education environments. I have demonstrated my ability to master the dynamics of academic computing, student computing, research computing, and strategic planning. The skills I have developed over the last 20+ years while interacting with faculty, staff, students and the technology community further enhance my ability to be successful at UNO.

In terms of a leadership philosophy, I believe that leadership is a privilege. It is a privilege that carries with it the responsibility to inspire others, and to direct them to attain the vision and goals of the organization. Empowering others to make decisions is important to developing future organization leaders.

I welcome opportunities to work side by side with employees throughout the organization but also realize that each of us have roles in the organization that leverage our expertise. One of the most important jobs of IT leadership is to develop leadership and pride within all levels of the organization. I want every individual in the department to feel proud of what they do, understand how their job contributes to the overall organization's success and feel that in some way they to, can provide leadership.

I would be happy to discuss my qualifications and candidacy at UNO. Thank you for your time and consideration.

Sincerely,

*Justin McKenzie*

# Justin McKenzie

*Highly accomplished information technology servant leader with broad experience across the spectrum of higher education information technology, built through career with achievements in IT support services, telecommunications, research computing, academic computing, information systems and cyber security. A dynamic and influential leader, skilled at collaboration and team building through establishing effective partnerships across administrative, academic, and research areas, to lead the institution to achieve strategic success in information technology.*

## ***Education***

- Ph.D., Instructional Technology & Design, University of Southern Mississippi, (In progress)
- MDP, Management Development Program Certificate, Harvard University, 2023
- M.S., Engineering Technology, University of Southern Mississippi, 2005
- MBA, Operation/IT Management, William Carey University, 2001
- B.S., Information Systems, University of Southern Mississippi, 1998

## ***Profile***

### **Extensive IT Leadership Experience in University Setting**

- Strong supervisory experience, including experience leading ITIL-based service organizations. Exceptional reputation for managing faculty and student –centric service delivery in research intensive environments.
- Experienced in fiscal and human capital management, strategic planning, and in-depth knowledge of ERP modernization, cyber security, research computing and support services.
- Experienced in establishing and implementing effective shared governance models that fosters team spirited technology culture.
- Strong understanding of the network, server and high performance computing infrastructure required to support a diverse community of users in a complex higher education environment.
- Extensive IT R & D experience- specifically in designing and directing R &D efforts as it pertains to engineering technology solutions that enhance learning outcomes in both traditional instruction and online/hybrid environments. Experienced in capturing and documenting requirements needed for proper testing and implementation. Skilled in business process reengineering.
- Extensive experience managing large IT projects in University setting. Proven record maintaining balanced budgets while achieving all established service, project and development goals.
- Skilled at building both internal & external partnerships and working with local, state and national governing bodies. Previously served as Chair of the University of North Carolina Hosted Infrastructure and Shared Services Consortium Executive Committee (ExC).
- An accomplished Information Technology Professional with expertise in design, development, and deployment of technology strategies and policy. Proven ability in rebuilding IT Departments and establishing well-organized, productive and diverse business units.

## ***Higher Education Experience***

**LINCOLN UNIVERSITY**  
***Chief Information Officer***

**LINCOLN UNIVERSITY, PA**  
**2018 to Present**

Responsible for the overall direction, coordination and execution technology strategy for the entire organization. Charged with assessing IT staff resources and developing a new IT strategic plan that aligns with university new strategic priorities. Responsible for management of technology budget used for technology maintenance and capital infrastructure improvements at Lincoln University Main Campus and Lincoln University Downtown Philadelphia Graduate Center. Responsible for implementing structured IT shared governance model for faculty, staff and student constituents to help foster a healthier teaching and learning environment. Responsible for providing guidance in the evaluation and design of advanced technologies, applications & information systems solutions and makes informational briefings to faculty, staff and Board of Trustee members about technology offerings and their potential benefits. Responsible for providing consultation to campus constituents on how to effectively integrate information technology to fulfill the University's administrative, academic and student computing needs.

- Chair of the Executive Information Technology Committee
- Chair of the University Data Management Committee
- Chair of the University Web Advisory Committee
- Co-Chair of the University Information Security and Compliance Committee
- Member of the University Strategic Planning Leadership Team

## ***Accomplishments and Initiatives***

- Developed and Implemented a new Campus Information Technology Master plan
- Assisted in executing the President's Strategic Plan to reaffirm the University's Middle States Accreditation status
- Completed a campus-wide technology assessment which led to an aggressive pursuit of stabilization and upgrades of the IT infrastructure
- Recruited and developed a more integrated IT staff to better address campus current and future needs.
- Successfully led and completed the campus SIS/ERP system modernization and migration to Cloud.
- Successfully upgraded the campus commodity internet bandwidth capacity from 1 GB to 10 GB.
- Successfully redesigned and implemented the campus backbone network to support 40/100GB connectivity.
- Successfully redesigned and implemented the new 802.11ax (WIFI-6E) network.
- Developed and Implemented the campus Cybersecurity and Information security strategy
- Implemented a PCI Compliant credit card processing system that resulted in an increase of collections and a more efficient operation for the University's Student Billing Office
- Established university secure remote work and technology learning environment for all as a result of COVID-19
- Restructured the University Library to align with academic priorities and institutional effectiveness
- Implemented Canvas as the University Learning Management System
- Led the technology design and renovation of John Miller Dickey Hall academic building
- Partnered with Office of Institutional Research and Assessment to implement a more robust university data reporting and dashboard system using Envisions Argos and Tableau
- Partnered with the Office of Institutional Advancement and Alumni Relations to implement the Blackbaud fundraising and scholarship management system.

**ALABAMA A & M UNIVERSITY**  
***Director & Chief Technology Officer***

**HUNTSVILLE, AL**  
**2015 to 2018**

Served as the Chief Technology Officer of the institution which involved acting as chief deputy for all technology matters related to the operation of the University in absence of the CIO. Served as a key participant in all University major policy bodies. Responsible for working with diverse constituencies in the establishment and implementation of technology-related educational policy, academic programming, planning and curricular development as well as faculty development, resource allocation and decisions pertaining to staff in the Division of Information Technology.

***Accomplishments and Initiatives***

- Managed the annual operations budget for the Division of Information Technology.
- Implemented a campus wide grants management system to enhance effectiveness, efficiency, and compliance.
- Strengthened the relationship between IT staff and faculty staff administration.
- Successfully migrated the campus email system environment to Office 365.
- Successfully established the campus first multi-disciplinary high performance computing research cluster.
- Established campus endpoint modernization program along with restructuring of the campus technology support group.
- Redesigned and implemented the student next generation Wi-Fi infrastructure campus-wide.

**WINSTON SALEM STATE UNIVERSITY**  
***Chief Information Officer***

**WINSTON-SALEM, NC**  
**2011 to 2015**

Served as the head of the university's centralized IT group which was responsible for all IT services and infrastructure for the University. These are delivered via the following organizational units which are part of the Office of Information Technology Services: Administrative Information Systems (Banner), Academic Technology, Technology Integration, Technology Support Services, Multi-Media Support Services, Process Improvement and Reporting, and NCIS (Network, Communication, Infrastructure and Security).

***Accomplishments and Initiatives***

- Successfully architected and completed a campus transformation of the technology enterprise through the effective use of shared governance which yielded significant cost savings.
- Successfully led the modernization and migration of the campus Banner ERP system to the private cloud hosted western Data Center in collaboration with UNC general administration and the University of North Carolina Hosted Infrastructure and Shared Services Consortium.
- Managed all administrative, academic, and telecom central IT functions for the university as well as provided executive oversight of all technology assets which includes the Banner ERP environment
- Managed all planning efforts regarding cloud services and other Hosted solutions which includes the Learning Management System and other Ancillary business applications
- Managed the building overseeing annual IT operating, capital and strategic budgets; execution of technology strategic plan; and assessing direction/alignment of administrative and research needs of The university
- Managed technology operations and services across the University, as well as convening important conversations on the appropriate application and role of technology on campus
- Served as a member of the Chancellors Executive Cabinet and serves as the university Chief Technology Advisor for respective local, state and national technology advisory groups



**FLORIDA INSTITUTE OF TECHNOLOGY**  
**Chief Information Officer**

**MELBOURNE, FL**  
**2009 to 2011**

Responsible for all aspects of information technology support for academic, administrative, and research functions; including the campus-wide data and voice networks, Banner ERP system, networked personal computer environments, IT support for faculty teaching & research activities, software development, and IT security. Responsible for the overall direction, coordination and execution technology strategy for entire organization. Responsible for planning and administration IT budget, assessing quality and forecast costs of proposed technology acquisitions in academic and administrative departments. Safeguard the college's investment in technology resources through disaster recovery plans, preventive maintenance and upgrade policies for equipment and software.

***Accomplishments and Initiatives***

- Upgraded the university high performance computer research infrastructure
- Upgraded campus network switching and routing infrastructure
- Upgraded campus Wi-Fi infrastructure
- Established the Research Computing Support Group with the Office of Information Technology
- Restructured the Office of Information Technology to align with University Strategic priorities.

**UNIVERSITY OF SOUTHERN MISSISSIPPI**  
**Chief Technology Officer**

**HATTIESBURG, MS**  
**2003-2009**

Responsible for research, design and implementation of multi-campus advanced network technologies, PeopleSoft applications & information systems solutions that support the teaching and research mission of university. Responsible for establishing and implementing information technology policies, procedures and standards, and ensures their compliance with state and federal policies. Provided leadership in the development and integration of technology as it relates to research and high performance computing which included delivering support services to several highly specialized instructional, research and student computing labs. Responsible for planning and administration IT budget, assessing quality and forecast costs of proposed technology acquisitions in academic and administrative departments. Safeguard the college's investment in technology resources through disaster recovery plans, preventive maintenance and upgrade policies for equipment and software. Responsible for providing consultation to campus constituents on how to effectively integrate information technology to fulfill the University's administrative, academic and research needs.

***Accomplishments and Initiatives***

- Successfully obtained grant for University of Southern Mississippi from the National Center for Academic Transformation aimed at improving Math student success rates.
- Designed and implemented the Math Technology Learning Center which
- Redesigned the campus fiber optic backbone and Cat 6A cabling infrastructure which significantly improved overall network performance and stability.
- Played a major role in the development of the University's Strategic Plan, as a member of the Joint Comprehensive Strategic Development Planning Committee
- Played a major role in the University's successful re-accreditation by the Southern Association of Colleges and Schools (SACS), as a member of the Committee for Instruction and the Committee for Administrative Processes

**HOWARD TECHNOLOGIES**  
*Engineering Manager*

**LAUREL, MS**  
**2000 to 2003**

Responsible for the management of the engineering component research group whose functions include all responsibilities handled as Design/Test Engineer. Responsible for providing system design and technical support for all hardware and software components used in various system configurations. Responsible for the handling of all product transitions as newer technology became available. Responsible for conducting research and review of competitor's offerings. Responsible for researching, developing and recommending new products/solutions for product offering based on demand, development cost, and overall feasibility.

**ANDERSEN CONSULTING**  
*Client Support Engineer*

Bay St Louis, MS  
**1995 to 2000**

Managed client support accounts that included Sears, Magnolia Federal Bank, Fujitsu, Lockheed Martin and NASA. Performed installation, repair, and preventive maintenance on laptop, desktop, server, and point of sale equipment. Ensured network operating system software supported within the organizations are properly installed, tested and tuned to maximize operating efficiency in a heterogeneous computing environment. Managed and prioritized tasks/projects within scope through supervision of staff members as well as supplements the division director. Lead/performed User Acceptance of various technologies and related applications in support of upgrades and patch schedules and maintaining documentation.

***Community Service and Board Experience***

**COLLEGE BOARD-MIDDLE STATES REGIONAL FORUM**  
*Evaluator*

**PHILADELPHIA, PA**  
*2018 to 2023*

**NATIONAL COMPUTING RESEARCH COMPUTING INSTITUTE**  
*National Advisory Council*

**WASHINGTON, DC**  
*2014 to 2015*

**HUMAN RIGHTS COUNCIL on DIVERSITY and INCLUSION (HRC)**  
*Council Member*

**ORLANDO, FL**  
*2009 to 2011*

**UNITED WAY OF MISSISSIPPI**  
*Board Member*

**JACKSON, MS**  
*2004 to 2008*

**BOY SCOUTS OF AMERICA**  
*Advisory Board*

**MERIDIAN, MS**  
*2000-2003*

### ***Professional Affiliations***

- Educause CIO and Senior Technology Leaders Committee
- FBI Infraguard
- Northeast Regional Computing Program (NERCOMP)
- Institute of Electrical and Electronic Engineers (IEEE)
- Association for Computing Machinery (ACM)
- American Association for Artificial Intelligence (AAAI)
- International Neural Network Society (INNS)
- Middle States Commission on Higher Education Evaluator

### ***Selected Honors and Recognitions***

- Ed Scoop Higher Education IT Executive of the Year 2023
- IT Managed Services, Ed Tech Magazine 2021
- Academic Keys Who's Who in Administration 2015
- Champion of Innovation, N2N Services Inc., 2013
- *National Role Model* by Minority Access, Inc. 2012
- Florida Institute of Technology President's Advisory Council 2010
- Leader of the Year (University of Southern Mississippi College of Science & Tech) 2008

### ***Selected Presentations and Publications***

J. McKenzie, T. Moore, K. Marshall and J. Ellis, 2023. "Digital Transformation of HBCUs," Elucian Live Annual Conference, New Orleans, LA.

J. McKenzie, Z. Dokuchic, R. Isrow and S. Cavin, 2023. "Role Based Security Permissions with Colleague SaaS ERP" Elucian Live Annual Conference, New Orleans, LA.

J. McKenzie, Future of Interactive Technology, 2019, Cleartouch Technology Interactive Annual Conference Dublin, Ireland

G. Brackman, J. McKenzie, and S. Atkins, 2005. "A Comparison of Data Analysis algorithms in Activity of High Performance Computing Systems," National Institute of Science and Brookhaven Innovation Program, national meeting, Dallas, TX.

Atkins, S. and J. McKenzie, 2006. "A Comparison of Fiber Optic signaling in Studying High Speed Networks" National Institute of Science and Brookhaven Innovation Program, national meeting, Dallas, TX.

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## ***External/Research Funding***

1. J. McKenzie, Roundtree “Digital Transformation through Broadband Equity and Access \$2,998,000, National Telecommunications and Information Administration, January 2023.
2. J. McKenzie, B. Allen, N. Faison “Improving Campus Broadband Capacity \$1,500,000, Department of Education, October 2021.
3. J. McKenzie, B. Allen, M. Amos “Enhancing Teaching and Learning Infrastructure” \$430,000, Department of Education, September 2017
4. J. McKenzie, Y. Dialo, T. Stewart “Securing Distributed Datacenter and Broadband Connectivity” \$212,000, Department of Education, March 2014
5. J. McKenzie, “Virtual Justice Broadband Project” \$351,671, US Department of Commerce, January 2012
6. J. McKenzie, “Expanding and Improving Technology Access” \$231,000, The Thurgood Marshall College Fund, September 2011
7. J. McKenzie, B. Piazza, C.S. Chen , J. Fletcher, “Math Course Redesign Initiative” \$100,000, Mississippi Institute for Higher Learning/Center for Academic Transformation, July 2008
8. \$98,000, Mississippi Institute for Higher Learning/Center for Academic Transformation, July 2008
9. J. McKenzie, B. Piazza, C.S. Chen , “Math Technology Learning Initiative” \$60,000, Pearson Publishing, January 2007