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

EXECUTIVE SUMMARY

The University requests approval to continue the appointment of Dr. Neeru Deep as Interim Dean of the Gallaspy College of Education and Human Development effective July 1, 2024 at an annual salary of $127,500. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University’s request for approval to continue the appointment of Dr. Neeru Deep as Interim Dean of the Gallaspy College of Education and Human Development effective July 1, 2024.
April 17, 2024

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

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

Dear President Gallot:

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

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

Please find attached Dr. Deep’s current vitae.

Thank you for your consideration of this request.

Sincerely,

[Signature]
Dr. Marcus Jones
President

Attachment

J.1.
DR. NEERU DEEP

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

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

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

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

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

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Adjustment, Leisure Time Activities and Scholastic Achievements

Dissertation Advisor: Dr. Venita Singh

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

PROFESSIONAL EXPERIENCE

July 2022 to Present
Interim Chair & Assistant Professor-Psychology, Northwestern State University of Louisiana

Educator- Develop and teach undergraduate and graduate courses that promote active learning, critical thinking, communication, collaborative skills, and academic excellence. Courses taught since July 1st, 2022, are:

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

Serve on the committee for:

- Master-level Thesis: Experiences of Young Adult Females with Misophonia in Relation to Interpersonal Relationships

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

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

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

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

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

New Articulations: The following Articulations were submitted:

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

Departmental Refurbishing: The following refurbishing projects are in progress:

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

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


- Grant for Supervision Rooms: Dr. Lindsey received the NSU Student Technology Grant of $20,000 to improve the technology for the graduate supervision rooms.
Grant for Assessment Tools: NSU Student Technology Grant of $10,000 to improve the assessment technology for graduate and undergraduate students was submitted by Dr. Hodges-Crowder. Status: Not approved. Afterward, I worked with Dr. McAlister and received fundings for four IPads (assessment tools) for graduate students.

Grant for Addiction Technology Transfer Project Funding: The total grant of $28,200 was reconstituted to South- Southwest Addiction Technology Transfer Center to improve Addiction Studies curricula and promote the field by Dr. King and Dr. Deep.

Grant for Students’ International Travel to Nepal: Dr. Moulton received a $6,000 travel grant from the NSU Student Government Association to support our students in contributing to the international scholarly and community work.

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

August 2002 to June 2022
Instructor- Psychology, Northwestern State University of Louisiana

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

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

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

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

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

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

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

**August 2020 to December 2022**
**Adjunct Math Instructor, Math Department at NSU**
- Taught College Algebra Recitation course (Math1021)
- Inspired students to learn math and have a positive experience in understanding math.

**August 2018 to May 2020**
**Adjunct Math Instructor- Developmental Math, Central Louisiana Technical Community College at NSU**
- Taught an accelerated (one-semester) course combining the basic algebra concepts in MATH 0098 and MATH 0099.
- Created a friendly and safe environment for both traditional and non-traditional students.

**August 2016 to May 2018**
**Instructor- Developmental Math, Northshore Technical Community College at NSU**
- Taught an accelerated (one-semester) course combining the basic algebra concepts in MATH 0098 and MATH 0099.
- Motivated students to learn and successfully complete the course using active learning strategies.
August 1998 to May 1999
Volunteer Computer Teacher at YWCA, Bensalem, Pennsylvania
- Taught basic computer skills to adults.
- Taught Microsoft Windows operating system, Microsoft Word, Excel, Power Point, and Microsoft outlook.
- Educated students on using the Internet, searching websites, and using e-mail.

Year 1993 to 1994, 1996
Lecturer- Home Economics
Gopi Chand Arya Mahila College, Panjab University, India
- Prepared and delivered lectures, created exams, and recorded grades.
- Scheduled and supervised practical sessions for the Home Economics course.
- Served on various committees as required by the department.

RESEARCH
Professional Presentations


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Professional Publications


• Deep, N. & McAlister, K. (2022, September 14). Reimagining global pathway: Collaborative efforts to promote well-being. International Research and Review. [Paper went through a review process and received feedback to collect more national and international data and resubmit the paper]

Refereed Proceedings


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


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

- **Bannett, L.** (2018). Anonymity, Empathy, Self-Esteem: Why are Millennials so Mean on Social Media?
- **Ancar, R.** (2015). The Effects of Perceived Parenting Style and Locus of Control on Academic Motivation in Undergraduate Students Raised in Single Parent or Two Parent Homes.

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

• Jones, D. (2010). Single Parenting: This is Hard!!! 22nd Annual Research Day at Northwestern State University. Natchitoches, Louisiana
• Givens, A. (2005). Take Care or Beware. 18th Annual Research Day at Northwestern State University. Natchitoches, Louisiana

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

• Master-level Thesis: Experiences of Young Adult Females with Misophonia in Relation to Interpersonal Relationships

• Doctoral Dissertation: COVID-19 and the Impact on Black Working Mothers and Mental Health

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

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GRANTS

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

PROFESSIONAL SERVICES

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

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

_VicTalk (Online) Host_

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

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

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

Advisory Committee member for the NSU Wellness Fest- I have been one of the nine NSU Wellness Fest Committee members since 2021. The committee has successfully organized two wellness fests with 500 + participants annually.
Board Member of the NSU Eta Mu Chapter - The Phi Beta Delta Honor Society for International Scholars - The society's mission is to recognize achievement in international educational interchange and to serve as a catalyst to increase the recognition, credibility, and importance of the international experience, and develop a network of individuals involved in international experiences. I have been actively participating in and helping organize events for the organization, such as cultural series, no-host dinners, scholarships, and induction ceremonies, and promoting the organization's mission since 2016. I also presented at the Phi Beta Delta conference and was the first presenter for the cultural series to raise funds for study-abroad scholarships. Recently, I was named as a President Elect for our local chapter.

Psychology Online Degree Development: In 2003, I was among the few key faculty members who developed the first online undergraduate psychology program. The BS in Psychology degree was the first online-degree program in the state of Louisiana.
- Completed focus-group research on the students' perspective on internet classes.
- Developed five online courses (Psyc1010, Psyc2430, Psyc3010, Psyc3020, & Psyc 4410) out of sixteen required psychology courses in one year, along with any of my regular teaching and advising load.

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

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

Competency-Based Program: Northwestern State University introduced the Competency-Based Program in 2015 for Computer Information System Program. It is a flexible and self-paced quality education program geared towards Adult Learning.
- Created a Competency-Based Curriculum for General Psychology.
- Developed a high-quality, easy-to-navigate, and stimulating online course.

Instructor for ADVANCE, The Duke TIP Program at NSU: The ADVANCE Program for Young Scholars at Northwestern State University is for gifted and talented students. ADVANCE Program was a collaborative program with Duke University’s Talent Identification Program until 2020. Taught in the summer of 2015 & 2016 through the...
Duke TIP Program at NSU and taught in the summer 2021 through the NSU ADVANCE Program.

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

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

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

PROFESSIONAL DEVELOPMENT

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

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

- Southeastern Psychological Association (2023)
- Mid-South Educational Research Annual Conference (2022)
- The UL System for Our Future Conference (2022)
- Annual International Phi Beta Delta Conference (2020 to 2023)
- International Positive Education Network-ipen: Attended three days Wellbeing 360 Conference- by International Positive Education Network (October 26 to 29th, 2020)
- Annual Louisiana Studies conference (2010 & 2011)
• Annual NSU Research Day (2002 to 2023)

AWARD/HONORS

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

PROFESSIONAL AFFILIATIONS

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

COMMUNITY SERVICE

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

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

I am grateful!
JOB DESCRIPTION

DEAN, COLLEGE OF EDUCATION & HUMAN DEVELOPMENT
Administrative Faculty

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

DUTIES & RESPONSIBILITIES

Assume total academic and fiscal control of the Gallaspy College of Education & Human Development, serving as the leader of the College by performing duties pertaining to faculty development, curriculum development, public relations, strategic planning, and the quest for academic excellence. Supervise faculty members in their assigned functions and work collaboratively with faculty and staff in the development of and continuous quality improvement of academic and student programming. Participate in managing campus operations and resources and help to establish priorities in the allocation of available resources. Scheduling classes in a manner that will achieve cost-effectiveness. Be involved in developing campus strategies, plans; setting goals and objectives. Provide leadership for grant and developmental activities on behalf of the College. Develop and support relationships between the College and its related professions. Assist in the development and implementation of evaluation and review systems for faculty, courses, and programs. Teach classes assigned in a manner that will promote academic excellence. Advise and counsel students as necessary. Create and maintain a positive, aggressive, student-oriented and caring academic atmosphere. Serve as required on University committees. Maintain a collegial relationship with peers and colleagues through the University and community. Support the President and the Provost & Vice President for Academic Affairs in carrying out their responsibilities. Interact with alumni to raise funds for the College and University and to enhance the reputation of the College. Acknowledging and agreeing to comply with University of Louisiana System's Compensatory Time Policy, for unclassified annual leave earning employees. Acknowledging and agreeing to comply with those mandates of the Constitution and laws of the State of Louisiana which regulates the activity and employment of state employees including but not limited to the “Code of Governmental Ethics”, “LA R>S 42:1101 et seq”, and “Dual Office Holding and Dual Employment”, LA R>S 42:61 et seq”. 
Item J.2. University of Louisiana at Monroe’s request for approval to appoint Dr. Wendy Bailes as Dean of the College of Health Sciences effective April 1, 2024.

EXECUTIVE SUMMARY

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

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Monroe’s request for approval to appoint Dr. Wendy Bailes as Dean of the College of Health Sciences effective April 1, 2024.
March 11, 2024

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

Dear President Gallot:

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

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

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

Thank you for consideration of our request.

Sincerely,

Ronald Berry, President

Enclosure
Dear Search Committee Members,

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

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

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

- Worked with program directors to understand current needs, accreditation concerns and worked to empower them to create solutions that fit their specific programs, while following guidelines established by the University.
- Worked with departments across campus to advocate for programs, faculty and students as issues arose.
- Worked with Provost office to finalize reorganization plans to the benefit of the College.
- Collaborated with Program Directors to establish best practices for new IT projects, such as WEAVE and Degree Works.
- Represented the college at multiple events and interacted with administrators and college officials from various Universities.
- Worked with physical plant, contractors and Provost office to provide space for programs as we transition out of Sugar Hall.
- Continued the strong relationships created with Louisiana Delta Community College leadership during my time as School Director. This positive relationship has allowed for strengthening of collaborations that have expanded to the School of Allied Health.
I believe that my enclosed CV detailing my credentials and references demonstrate my ability to meet the job requirements for Dean. While I recognize that until May, my experience as a Dean is non-existent, I also believe that my experience and success as a School Director within the Kitty DeGree School of Nursing has prepared me to make a successful transition to the Dean position. My knowledge of the operations of the University, my strong relationships with departments across this campus and with community leaders is an asset for the College and University.

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

Sincerely,

Wendy Bailes, PhD, RN
Curriculum Vitae

WENDY B. BAILES

ADDRESS:  
301 Comanche Trail  
West Monroe, LA 71291

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

PERSONAL:  
Husband: Jay Bailes  
Daughter: Taylor Bailes (21)

EDUCATION:  
Doctor of Philosophy, Nursing Science  
University of Mississippi Medical Center, Jackson, MS, 2014

Master of Science in Nursing, Healthcare Education  
University of Phoenix, Phoenix, AZ, 2006

Bachelor of Science in Nursing  
Northeast Louisiana University, Monroe, LA, 1993

Bachelor of General Studies, Business  
Northeast Louisiana University, Monroe, LA, 1987

WORK EXPERIENCE:  

ADMINISTRATION:  
May 24, 2023-Present  
Professor (full-time)  
Interim Dean  
College of Health Sciences  
The University of Louisiana Monroe  
Monroe, LA

August 1, 2019-May 24, 2023  
Associate Professor (full-time)  
Director  
The University of Louisiana Monroe  
Kitty DeGree School of Nursing  
Monroe, LA

July 1, 2017-July 31, 2019  
Associate Professor (full-time)  
Interim Director  
The University of Louisiana Monroe  
Kitty DeGree School of Nursing  
Monroe, LA
May 2015-June 30, 2017
Associate Professor (full-time)
Associate Director, Undergraduate Programs
The University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

August 2014-May 2015
Associate Professor (full-time)
Coordinator of Nursing Interventions
The University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

TEACHING:
August, 2014-present
Associate Professor (full-time)
University of Louisiana Monroe
Kitty DeGree School of Nursing
Monroe, LA

August, 2022-August 4, 2023
Adjunct Instructor
Northwestern State University
Major Professor, Doctor of Nursing Practice Program

August, 2007-2014
Assistant Professor (full-time)
The University of Louisiana at Monroe
School of Nursing
Monroe, LA

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

PROFESSIONAL EXPERIENCE:
December, 2004-December 2009
Staff RN (prn)
Glenwood Regional Medical Center
West Monroe, LA
February, 1996-December, 2004  
Staff RN (full-time)  
Glenwood Regional Medical Center  
West Monroe, LA  

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

ACADEMIC RESPONSIBILITIES  
University of Louisiana at Monroe  

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

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

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

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

July 1, 2017-July 31, 2019  
Interim Director  

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

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

August 2014-May 2015  
Coordinator of Nursing Interventions  
**NURS 4001**, Online RN to BSN, Evidence Based Practice
August 2014-December 2014
Coordinator of Nursing Interventions
NURS 4030, Online RN to BSN, Nursing Research

August 2013-August 2014
NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum
NURS 4037, Semester V Professional Issues & Trends-Online

August 2012-May 2013
NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum
NURS 4037, Semester V Professional Issues & Trends-Online
NURS 4030, Semester III Guest Lecturer for Quantitative Research

January 2011-May 2012
NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum
NURS 4074, Semester V Nursing Management Concepts
NURS 4075, Semester V Nursing Management Practicum

August 2010-December 2010
NURS 4064, Semester V Nursing Management Concepts
NURS 4065, Semester V Nursing Management Practicum

January, 2010-May 2010
NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 404, Semester IV Nursing Science Theory
NURS 465, Semester V Nursing Management Practicum

August, 2009-December 2009:
NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 404, Semester IV Nursing Science Theory
NURS 405, Semester IV Nursing Science Practicum
NURS 306, Semester II Nursing Seminar

August, 2006-May 2009:
NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar
January, 2006-May, 2006:
NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar
NURS 437, Semester V Professional Issues and Trends-Online Course

August, 2005-December, 2005:
NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar

May, 2005-August, 2005:
NURS 323, Semester III Nursing of Children-Accelerated
NURS 334, Semester III Nursing of Children-Traditional

January, 2005-May, 2005:
NURS 304, Semester II Nursing Science, Beginning Medical-Surgical Nursing
NURS 305, Semester II Nursing Science Practicum
NURS 306, Semester II Nursing Seminar

UNIVERSITY SERVICE ACTIVITIES

University
University Convocation; May 2023 Medical Team
University Convocation; December 2022 Medical Team
University Convocation; May 2022 Medical Team
University Convocation; December 2021 Medical Team
Women Take Flight Mentor 2022-2023
Women Take Flight Mentor 2021-2022
ULM Student Mentorship Program 2019-2020
University Convocation; May 2021 Medical Team
University Convocation; December 2019 Medical Team
University Convocation; May 2019 Medical Team
University Convocation; May 2018
University Convocation; December 2017
“Browse on the Bayou”; Fall 2019
High School Career Fair; August 2018
“Browse on the Bayou”; Spring 2018
“Browse on the Bayou”; Fall 2017
High School Career Fair; August 2017
High School Career Fair; August 2016
“Browse on the Bayou”; Spring 2016
“Browse on the Bayou”; Fall 2015
High School Career Fair; August 2015
“Browse on the Bayou”; Fall 2015
“Browse on the Bayou”; Spring 2015
“Browse on the Bayou” eULM; Spring 2015
University Convocation; May 2015
“Browse on the Bayou”; Fall 2014
University Convocation; May 2014
University Convocation; December 2012
University Convocation; December 2011
High School Career Fair; August 2010
High School Career Fair; August 2009
High School Career Fair; August 2007
High School Career Fair; August 2006
University Convocation; December 2010
University Convocation; May 2010
University Convocation; December 2009
University Convocation; December 2008
University Convocation; December 2006
Volunteered at the La. DHH Special Needs Shelter during Hurricane Gustav; September 2008
Volunteered at the La. DHH Special Needs Shelter during Hurricane Katrina; September 2005
“Browse on the Bayou”; Spring 2008

**School of Nursing**
Implemented PreNursing Workshops for Fall/Spring to introduce freshman and transfer students to the Nursing profession, School of Nursing and College Success
Implemented articulation agreement with LCTCS and Ochsner’s to provide pathway for BSN faculty at LCTCS and staff at Ochsner’s to attain MSN degree at ULM
Implemented inaugural Nurse Boot Camp for high school students June 2022
Implemented FTRN articulation agreement with LCTCS to provide seamless educational bridge from ADN to BSN to increase number of baccalaureate prepared nurses.
AACN Leads-Implementation of Individual Leadership Project (ILP) for Fall 2021. Creating a touch point with first time Freshmen (ftf) majoring in PreNursing, utilizing Student Nurse Association (SNA) members as mentors.
AACN Leads-Advancing Academic Leadership Fellow 2021-2022
Vice Chair, Nursing Supply and Demand Council, 2021-2022
Blue Cross Blue Shield NELA HCA grant for adjunct nursing faculty. Coordinator with Workforce Development Board 83 to implement grant at ULM.
Member Louisiana Nursing Supply and Demand Council, 2019-2022
Treasurer, Louisiana Council of Administrators of Nursing Education 2018-2021
Wharton Executive Leadership Program Fellow August 2016
Selected by AACN as one of two faculty from School of Nursing to attend QSEN conference in San Antonio, January 2010
Served on Reaccreditation Committee and revised program plan in preparation for accreditation visitors, Summer and Fall 2009
SNA Faculty Advisor, 2007-2009
Coordinated/supervised ULM School of Nursing student-led presentations at
Riser Middle School, Rayville Middle School, Winnsboro Middle School under Susan Komen
grant, 2006-2008
Attended Nurse Educator’s LTAC at Ft. Lewis, Wa, July 17-22, 2006 as SON and ULM
Representative.
Assisted with pre-nursing advising, September 2006
Boy Scout Explorer Post; Spring 2008
Boy Scout Explorer Post; Fall 2007
Boy Scout Explorer Post; Spring 2007
Boy Scout Explorer Post; Fall 2006
Boy Scout Explorer Post; Spring 2006
Boy Scout Explorer Post; Fall 2005

**University Committees**
School Director Council-Chair 2022-2023
CARE Team 2021-2022
IRB Committee 2021-2022
IRB Committee 2020-2021
IRB Committee 2019-2020
Graduate Council 2022-2023
Graduate Council 2021-2022
Graduate Council 2020-2021
Graduate Coordinators 2021-2022
Graduate Coordinators 2020-2021
Advising Committee 2021-2022
Advising Committee 2018-2019
Advising Committee 2017-2018
Advising Committee 2016-2017
Advising Committee 2015-2016
Advising Committee 2014-2015
Conduct Standards Committee 2022-2023
Conduct Standards Committee 2021-2022
Conduct Standards Committee 2020-2021
Conduct Standards Committee 2019-2020
Conduct Standards Committee 2018-2019
University Medical Committee 2022-2023
University Medical Committee 2021-2022
University Medical Committee 2020-2021
University Medical Committee 2019-2020
Library Committee 2018-2019
Library Committee 2017-2018
Library Committee 2016-2017
Library Committee 2015-2016
Library Committee 2014-2015
Library Committee 2013-2014
Title IX Committee 2022-2023
Title IX Committee 2021-2022
Title IX Committee 2020-2021
Title IX Committee 2019-2020
Title IX Committee 2018-2019
Faculty Workload Committee 2015-2016
Foundation Awards for Excellence: Faculty University Selection Committee 2014-2015

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

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

**School of Nursing Committees**
Director overseeing all committee’s July 2017-Present
Endowed Chair Search Committee (Chair) October 2016-March 2017
Admission and Academic Standards (Chair)-August 2014-August 2017
Tenure and Promotion (Chair)-February 2015-August 2017
Curriculum Committee-August 2014-August 2017
Convocation Committee (Chair)-January, 2011-May 2014
A & E-January, 2005-May 2014
ULM SON Director Search Committee-2010-2011
Assessment and Evaluation (Chair)-August, 2006-August, 2010
Newsletter Committee-August, 2007-January, 2010
Reaccreditation Committee-January, 2009-December, 2009
Resource and Technology-August, 2005-May, 2006
Ethics, Bylaws, and Policies-August, 2005-May, 2006
Joan Borysenko Planning Committee-August, 2005 to March, 2006

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

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

PROFESSIONAL PRESENTATIONS

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

REGIONAL
Mentoring for Student Retention, poster presentation, November 6, 2020, Virtual,
Translating Research Into Practice Conference, OLOL, FMOLHS
The Nursing Practice Environment and Patient Satisfaction, podium presentation, April
15, 2016, Bossier City, Louisiana, 2016 Region 6 Annual Research & Evidence Based
Practice Conference “Answering the Call: Nursing’s Global Impact”.
The Nursing Practice Environment and Value Based Purchasing, podium presentation,
April 3, 2014, Jackson, Mississippi, UMMC, Ogilvee Papers Day, Sigma Theta Tau
Symposium.
The Nursing Practice Environment and Patient Satisfaction, poster presentation, October
25, 2013, Jackson, Mississippi, UMMC, Research Day in the School of Graduate Studies
in Health Sciences.
The Nursing Practice Environment and Patient Satisfaction, poster presentation, June 13,
2013, Jackson, Mississippi, UMMC, Doctoral Seminar Day.
The Nursing Practice Environment and Patient Satisfaction, poster presentation, April 25, 2013, Jackson, Mississippi, UMMC, Ogilvee Papers Day, Sigma Theta Tau Symposium.

An Analysis of Cultural Awareness, poster presentation, April 7, 2011, Jackson, Mississippi, UMMC, Ogilvee Papers Day, Sigma Theta Tau Symposium.

Using the Nursing Skills Lab as a Clinical Site, podium presentation, June 6, 2009, Little Rock, Arkansas, UAMS, Hats off to Nursing conference.

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

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

March 2014: Dissertation Defense
May 2012: Research Proposal
May 2012: Funding Proposal
October 2011: Descriptive Phenomenology
July 2011: Culturally Competent Research of Internationally Educated Nurses
April 2011: Exploring Cultural Awareness and Role Performance for Internationally Educated Nurses
April 2011: When East Meets West
November 2010: Contemporary Epoch

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

EDITORIAL BOARDS, PUBLICATIONS REVIEWER
Online Journal of Health Ethics, 2014-Present. Publications Reviewer
Nursing Open, 2014-Present. Publications Reviewer
Book reviewer for Saunders Strategies for NCLEX Success, 7th edition, 2017
Book reviewer for Effective Leadership and Management in Nursing, 8th ed. 2016
Chapter contributor to Healthcare System Transformation for Nurse Leaders: Creating a Culture of Caring. 2013

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

March 2014: The Registered Nurse Perception of Nursing Practice Environment and Patient Satisfaction of Nursing Care in Acute Care Facilities
May 2012: Ethics and Minority Populations
May 2012: Research Proposal
May 2012: Funding Proposal
December 2011: Research Design
April 2011: Exploring Cultural Awareness and Role Performance for Internationally Educated Nurses
December 2010: Philosophical Underpinnings to Guide Dissertation Research
December 2010: Policy on Foreign Educated Nurses in the Nursing Workforce

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

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

COMMUNITY SERVICE ACTIVITIES
LHC Group-St. Francis Specialty Hospital. Governing Board member 2013-Present
McClendon Baptist Church, Member 1991-present
Women's Adult I Teacher-August 2018-Present
Youth Leader 1991-1999
Sunday School Teacher-College, 2004-2008
Women's Adult I Class-August 2008-January 2011
Children’s Department Secretary-January 2011-July 2011
Sunday School Teacher-1st Grade, March 2012-August 2012
Sunday School Teacher-3rd Grade, June 2014-2015
Sunday School Teacher-5th Grade, August 2015-July 2017

Haiti Mission Trip- May 2018
Haiti Mission Trip- May 2017
West Monroe High School Band Booster, Executive Board Vice President, 2016-2017
Glenwood Regional Medical Center School Based Health Clinic Committee Member, 2006-2016.
Run for Mercy Committee Member, Mercy Ministries, May 2014-November 2014.
St. Francis Medical Center Ethics Committee Member, 2014.
Susan Komen, Race for the Cure, September 2013.
Servant Camp, Co-leader of mission’s camp for 4th-5th graders, July 8-12, 2013.
Susan Komen, Race for the Cure, September 2012.
Monroe Fire Department 5K run, assisted students with obtaining vital signs for runners pre and
Susan Komen, Race for the Cure, September 2011.
Great American Cleanup, West Monroe, Louisiana, Picked up trash from 8-12 around downtown
West Monroe, March 19, 2011.
Centurykid Ministries, Attended weeklong camp as adult counselor and camp nurse with church,
Monroe Fire Department 5K run, assisted students with obtaining vital signs for runners pre and
Centurykid Ministries, Attended weeklong camp as adult counselor with church, July 26-30,
2010.
Ray of Hope Ministries, Monroe, Louisiana. Assisted on Friday mornings with organizing
donations received to warehouse, Summer 2010
World Vision Child Ambassador, World Vision Organization, 2009-2010
St. Francis Medical Center School Based Health Clinic Committee Member, 2007-2008
Dixie Softball Coach, West Monroe Dixie Youth, Spring 2008
T-Ball Coach, West Monroe Dixie Youth, Spring 2007
Soccer Coach, WOYSA, January 2005-December 2008
Provided educational updates to area hospitals regarding Central line care, 2006-7
Susan Komen, Relay for Life, 2006
ACLS/PALS Instructor 2004-2006

CONTINUING EDUCATION
October 2022- Academic Nursing Leadership Conference, Washington, DC, 7.25 Contact Hours
June 2022- NONPF Faculty Workshop: BSN-DNP: Entry to Practice, Virtual, 14.9 Contact Hours
March 2022- Academic Nursing Leadership Conference, Washington, DC, 9.25 Contact Hours
October 2021- Academic Nursing Leadership Conference, Washington, DC 8.25 Contact Hours
June 2021- Advancing Academic Leadership for New Deans, Session 2, Virtual Conference
March 2021- Academic Nursing Leadership Conference, Virtual Conference 7.0 Contact Hours
March 2021- Advancing Academic Leadership for New Deans, Session 1, Virtual Conference
November 2020- TRIP Conference, Virtual
October 2019- Academic Nursing Leadership Conference, Washington, DC
March 2019- Spring Executive Development Series Washington, DC
February 2019- Advancing Nursing Knowledge through Teaching, Service, and Research,
Lambda Mu Sigma Theta Tau Conference, 5.5 credit hours
January 2019- Infusing Quality and Safety Education for Nurses into Your Curriculum, ULM
KDSOM, 5 Contact Hours
November 2018-201E: Facilitator Skills and IPE Event Design, UAMS Presentation, 3 credit
hours
November 2018- Teaching Undergraduate Nursing Students in India: Viewing Service Learning
from Two Unique Perspectives, 1 Contact Hour
October 2018- NGN Next Generation NCLEX Overview, LACANE Meeting, 4 credit hours
January 2018- NCLEX UPDATE from Mountain Measurement Workshop, 1 credit hour
October 2017-Plenary: National Policy Priorities to Address the Opioid Addiction, 2017
Academic Nursing Leadership Conference, 1 credit hour

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Kitty Degree School of Nursing, 1 contact hour.

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

March 18, 2013-Inside Story on Cardiac Surgery, ULM Kitty Degree School of Nursing, 1
contact hour.
January 2013- Dissertation Research Proposal, University of Mississippi Medical Center, PhD, 1 credit hour
August 2012- PHN 780, Special Topics-HCAHPS, University of Mississippi Medical Center, PhD, 3 credit hour
August 2012- Dissertation Research Proposal, University of Mississippi Medical Center, PhD, 1 credit hour
August 2012- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour
June 2012- PHN 780, Writing for Proposal, University of Mississippi Medical Center, PhD, 2 credit hour
June 2012- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour
January 2012- Writing for Funding, University of Mississippi Medical Center, PhD, 2 credit hour
January 2012- Ethics in Research, University of Mississippi Medical Center, PhD, 2 credit hour
January 2012- Data Collection and Analysis, University of Mississippi Medical Center, PhD, 3 credit hour
January 2012- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour
August 2011- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour
August 2011- Qualitative Research, University of Mississippi Medical Center, PhD, 3 credit hours
August 2011- Quantitative Research Designs, University of Mississippi Medical Center, PhD, 3 credit hours
June 2011- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour
June 2011- PHN 780, Database entry, University of Mississippi Medical Center, PhD, 2 credit hours
June 2011- Transcultural Nursing Research, University of Texas Tyler, PhD, 3 credit hours
January 2011- Phenomena in Nursing Research, University of Mississippi Medical Center, PhD, 3 credit hours
January 2011- Theory Construction & Testing, University of Mississippi Medical Center, PhD, 3 credit hours
January 2011- Biostatistics II, University of Mississippi Medical Center, PhD, 3 credit hours
January 2011- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour
August, 2010- Philosophy of Science, University of Mississippi Medical Center, PhD, 3 credit hours
August, 2010- Health Policy and the Health System, University of Mississippi Medical Center, PhD, 3 credit hours
August, 2010- Biostatistics I, University of Mississippi Medical Center, PhD, 3 credit hours
August, 2010- Journal Club, University of Mississippi Medical Center, PhD, 1 credit hour
June 21, 2010-July 2, 2010, Ethics of Nursing, NCSBN, 4.80 contact hours.
June 21, 2010-July 2, 2010, Professional Accountability and Legal Liability, NCSBN, 5.40 contact hours.
January 13-15, 2010, QSEN Education Consortium, 13.5 contact hours
May 16, 2009, Certified Nurse Educator prep course, 8 contact hours.
February 16, 2009, Tips for writing NCLEX style multiple choice items, 1.5 contact hours.
January 4-7, 2009, Mosby Faculty Development Institute, 24.2 contact hours.
August 11, 2008, Nursing Test Construction Workshop, 7 contact hours.
June 5, 2008-June 6, 2008, Hats off to Nursing, 8 contact hours.
March 5, 2008-April 15, 2008, Test Development and Item Writing, 17.5 contact hours.
January 11, 2008, NCLEX Update and Overview 2007, 2 contact hours.
January 28, 2008, The Cultures of SimMan©: Simulating Safe Cultural Competency, 2 contact hours.
November 29-December 1, 2007, AACN 2007 Baccalaureate Education Conference: Striving for Quality in Baccalaureate Nursing Education, 10.75 contact hours.
November 6, 2006, Helping Students Navigate the Content: Evidence Based Teaching Strategy, 4 contact hours.
November 3, 2006, Current Trends in Diabetes Management, 4 contact hours.
September 26, 2006, Assessment and Evaluation of Learning, 3 credit hours.
September 22, 2006, Program Validation Tools-6 contact hours.
July 4, 2006, Teaching and Learning Strategies, 3 credit hours.
May 16, 2006, Role of the Health Care/Nursing Educator, 3 credit hours.
April 25, 2006, Nursing Practicum-B, 2 credit hours.
March 30, 2006, Diversity in the Workplace-Glenwood Regional Medical Center
March 30, 2006, Rapid Regulatory Compliance-Glenwood Regional Medical Center
March 9, 2006, Nursing Law Update, 2006, Southwest Seminar Association, 6 contact hours
February, 2006, Research Utilization Project, University of Phoenix, MSN, 3 credit hours.
January, 2006, Population-Focused Health Care, University of Phoenix, MSN, 3 credit hours.
October 18, 2005, Guidelines for Medical/Legal Documentation, Glenwood Regional Medical Center, 2.7 Contact hours
October, 2005, Leadership and Management in Nursing and Health Care, University of Phoenix, MSN, 3 credit hours.
September, 2005, Financial Resource Management, University of Phoenix, MSN, 3 credit hours.
August, 2005, Nursing Practicum A, University of Phoenix, MSN, 1 credit hour.
June, 2005, “Influencing the Future of Nursing and Health Care”, University of Phoenix, MSN, 3 credit hours.
May, 2005, “Dynamics of Family Systems”, University of Phoenix, MSN, 3 credit hours.
March, 2005, “Analysis of Research Reports”, University of Phoenix, MSN, 3 credit hours.
January, 2005, “Hepatitis C: What Clinicians and other Professionals Need to Know”, Center for Disease Control, 3 contact hours.
January, 2005, “Theoretical Foundations of Practice”, University of Phoenix, MSN, 3 credit hours.

Updated 9/2023