

RECEIVED

October 9, 2017

OCT 16 2017

UNIVERSITY OF
LOUISIANA SYSTEM

Mr. Alejandro Perkins, Chair
Board of Supervisors
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Dear Search Committee:

I am writing to apply for the position of President, Nicholls State University. I have spent my entire professional career preparing to serve as president of Nicholls State University. I have the professional preparation, education and experience necessary to lead Nicholls to the next level. As a south Louisiana native, I will be ready on day one to lead Nicholls as we take advantage of the opportunities and position the university for the challenges it will face. Nicholls is not broken. The faculty and staff are qualified and ready to work as a team to move the university forward. What is needed is a proactive leader who understands and respects the culture of the region and state. There is great potential for growth and for the university to become a strong partner with business and industry in addressing current and long term workforce development needs. The business and community references I have provided will confirm my long term involvement with business and industry groups and my commitment to having Nicholls become an active partner in meeting workforce development needs.

Most of my professional career has been spent serving in senior level administrative and faculty positions at Nicholls State University. I have always demonstrated a commitment to meeting the educational needs of individual students, many of whom have been first generation and non-traditional college students. I understand that role that Nicholls must proactively fulfill. In addition to the traditional degree programs, the President must provide the leadership necessary to position the university to be in an active partner in meeting workforce development needs of our region. This includes producing graduates needed by business and industry today and as well as those that will be needed to meet the long term economic development opportunities seven to ten years from today. To meet this challenge, the university must immediately proceed with development of an enrollment management plan. The plan must address regional, state, out of state and international enrollment growth opportunities as well as traditional degree program and alternative educational opportunities.

Budget development and implementation experience must be a strength of the next president. I have over 30 years of senior level budget experience. I am an excellent manager of resources to achieve corporate goals. I am effective at aligning resources with strategic initiatives. I understand the importance of looking at opportunities and challenges from both a short term and long term perspective. In addition to being an active participant in development of the campus budget, I have had daily budget responsibility for a \$19 million annual budget. Direct oversight of auxiliary budget units has generated over \$30 million dollars for use by the university to fund general operations. I have also served on the campus leadership team responsible for planning and oversight of over \$75 million dollars of physical plant improvement projects (residence hall, food service, student union and recreation facilities). I have a strong fiscal management record and am committed to long term fiscal stability. Experience in aligning resources with campus and program goals is a strength for me. To properly align budget resources, the university must develop compensation and physical plant plans as soon as responsibly possible to do so. The hiring and retention of high quality faculty and staff can only be realized if the university properly aligns resources with institutional goals.

In addition to budget development and oversight, I have also been actively involved with strategic planning and the SACS COC accreditation process. I have served on 8 SACSCOC accreditation teams. This experience has been valuable as our institution had to respond to severe budget cuts at a time when our region of the state was recovering from the effects of hurricanes Katrina and Rita and state budget shortfalls for most of the past 8 years.. We were able to successfully work through the challenges while maintaining focus on institutional mission and serving the economic, cultural and service needs of our region. This success was only possible because of a strong commitment to an inclusive approach to planning, management and day-to-day administration of the university.

I believe very strongly in hiring the best qualified people and providing them the resources necessary to succeed. Success occurs when the campus climate supports creativity and a sense of entrepreneurial spirit in both program development and day-to-day operations. Nicholls has a good faculty and staff in place. It is positioned to not only grow in size but in importance to the future economic development of our region. I am ready to provide the leadership necessary for Nicholls State University to achieve growth and to partner with our faculty and staff to address business and industry work force demands now and in the future.

Good institutional leadership requires active involvement in the community, including collaboration with business and industry. I have developed and maintained good relations with our business community throughout my tenure with Nicholls. Examples include serving as a three time president of the Bayou Industrial Group, a regional business and industry association serving a four parish area in south central Louisiana and serving on the board of directors for the local chamber of commerce. Evidence of a maintaining a strong and continuous relationship with business and industry leaders includes receiving the Bayou Industrial Group Big Achiever of the Year Award in 2015. I am honored to be the only higher education professional to receive this business and industry award. My involvement in the community also extends to building and maintaining a positive working relationship with local, regional and state political leaders, including our higher education coordinating and management boards.

Repairing and developing community relations must be a major focus of the next president and the entire senior administration team. Regular and clear communication of campus needs, current and long term, must be shared with community support groups such as the Nicholls Foundation. Developing a team approach with support groups regarding fundraising and other advancement activities will be critical to the university's future development and ability to meet work force development needs of our region and state. As president, I would place a high priority on the university developing an advancement plan that addresses academic program needs, physical plant issues, funding for athletics, university relations, alumni relations and the many operational and special programs offered by the university and the Foundation.

Fundraising has been a key part of my involvement throughout the region. I have served as an officer and board member for PRO-NSU, a 501(c)(3) nonprofit corporation whose purpose is to raise funds to support university activities. Other fundraising activities include serving as chairman for a local animal society group that secured over \$600,000 in public and foundation funds to construct an animal shelter and maintaining long-time involvement with the Southeast Louisiana Chapter of the American Red Cross, from which I received the 2010 Heroes Campaign Fundraiser Award. The university must invest in fundraising and other development activities. We must demonstrate to our supporters that we are serious about investing for the future.

The university has achieved success when it has planned for success. For example, beginning in 2005, the university successfully transitioned from open admissions to a selective admissions institution while maintaining its commitment to diversity and quality. The result is that the university has seen a constant upward trend in average ACT scores and retention rates, and now graduation rates. We achieved this while enrolling a more diverse student body. The implementation of a well thought out plan enabled the university to exceed enrollment expectations projected by higher education leaders in 2005. It is time for the university to develop a new enrollment management plan.

Our success has been recognized by The Education Trust in a report released March 23, 2016 titled "Rising Tide II: Do Black Students Benefit as Grad Rates Increase?" Our institution was recognized as one of 52 institutions that stood out for substantially improving graduation rates while also achieving gains for black students. This occurred because we maintained a strong commitment to individual student success. Students vote with their feet. If students find a supportive, student centered campus community; they will remain enrolled and succeed. If the university does not demonstrate a consistent commitment to student success, students will vote with their feet and leave.

Continuous improvement of the university based on planning grounded in a clear vision and assessment results is necessary to support a culture of continuous institutional improvement. Our campus experienced such a campus transition, moving from a paper driven administrative services campus to a student centered personalized electronic operation that focuses on what each student needs from the university to succeed. I was selected by one of our former president to lead the campus through this transition because of my ability to work with all campus constituencies.

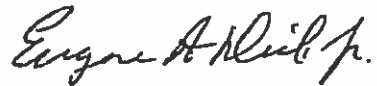
We have also made significant improvement to the facilities that provide a quality student life experience. New and renovated residence halls, a renovated and continuously updated food services facilities program, an updated student union, and the opening of a campus recreation center have changed campus life. Students have responded to these improvements by rating their experience at Nicholls among the top Louisiana institutions in student satisfaction as reported on the ACT Student Satisfaction Survey. Many of our services and programs have moved from worst to first in our system ratings over the past sixteen years, exceeding national averages for most categories (NSSE and ACT Survey results).

Throughout my career, my work has been recognized by administrative and faculty rank promotions. This occurred because I have maintained high professional standards that are reflective of best practices. I have been promoted from the administrative position of director, to dean to vice president while attaining faculty rank promotions from instructor to assistant professor to tenured associate professor. This is the result of a strong commitment to the academy. I have maintained active faculty involvement throughout my career in higher education. Examples include teaching undergraduate and graduate courses and serving as the coordinator for the masters in educational leadership, concentration in higher education program at Nicholls State University for the past 19 plus years. Attaining graduate faculty rank and serving as major professor for over 100 graduate students required a sustained significant commitment to the academy.

I have spent my professional career demonstrating commitment to ideals advocated by the Mission Statement of Nicholls State University. The references that I have provided will confirm my long-term commitment to academic excellence, service to students, sound fiscal management, diversity, an inclusive and transparent approach to campus governance, and active involvement in the community (business, industry, governmental and k-12 education). I am recognized as a change agent who can actively multi-task, stay focused on institutional and individual student needs while working with various constituencies to achieve success.

I have served as a vice president for three presidents of Nicholls State University. My Ph.D. is in higher education . I have spent my entire career preparing to be president of Nicholls State University. I am ready to hit the ground running to address internal and external opportunities and challenges. If I am so honored as to be selected to serve as the next president of Nicholls State University, I commit to stay until Nicholls achieves its long term goals.

Sincerely,

A handwritten signature in cursive script that reads "Eugene A. Dial, Jr.".

Eugene A. Dial, Jr., Ph.D.

EUGENE A. DIAL, JR.

EDUCATION

FLORIDA STATE UNIVERSITY	Tallahassee, FL
<i>Doctor of Philosophy in Higher Education</i>	1987
UNIVERSITY OF LOUISIANA AT LAFAYETTE	Lafayette, LA
<i>Master of Education</i>	1980
<i>Bachelor of Science</i>	1979

PROFESSIONAL EXPERIENCE

NICHOLLS STATE UNIVERSITY	Thibodaux, LA
<i>Vice President for Student Affairs and Associate Professor of Education</i>	2016 – Present

As Vice President:

- Manage and supervise the following departments, programs and services:
 - *Student Life – Housing and Residence Life, Student Judicial Affairs, Student Organizations Program, Greek Affairs (Fraternities and Sororities), International Student Services.*
 - *Student Services – Counseling Center, University Health Services, Disabled Student Services Campus Recreation, SEALS Program, and Women's Resource and Services Office.*
 - *Campus Threat Assessment Team*
 - *Student Programming Association*
 - *Student Government Association*
 - *Co-Curricular Transcript Program*

As Associate Professor (2000-present):

- Teach undergraduate and graduate classes on a regular basis
- Serve as coordinator of the higher education concentration for the Master of Education, Administration and Supervision Program
- Serve as the academic advisor 12-15 graduate students on an ongoing basis
- Serve on various department and College of Education committees

NICHOLLS STATE UNIVERSITY	Thibodaux, LA
<i>Vice President for Student Affairs and Enrollment Services</i>	
<i>Associate Professor of Education</i>	2001 – 2016

As Vice President:

- Manage and supervise the following departments, programs and services:
 - *Enrollment Services – Admissions, Financial Aid, Recruitment, Veterans Services, Scholarships, Student Employment, Orientation, International Student Admissions. Records and Registration 2001-2004.*
 - *Student Life – Student Judicial Affairs, Student Organizations Program, Greek Affairs (Fraternities and Sororities), International Student Services.*

- **Student Services – Counseling Center, University Health Services, Disabled Student Services, Career Services, Campus Recreation, SEALS Program, and Women's Resource and Services Office. Testing until 2006.**
- **Auxiliary Services – Food Services, Student Union, Post Office, Bookstore, Continuing Education, I.D. Card Program (Colonel Card), Housing and Residence Life, University Apartments, Emerging Leaders Program, Student Programming Association, and Campus Reservations.**
- **Campus Threat Assessment Team**
- **University Police and Parking Services**
- **Student Government Association Advisor**
- **Upward Bound (until 2006)**
- **Budget oversight for over 19 million annually including the Auxiliary Fund**
- **Co-Curricular Transcript Program**

As Associate Professor (2000-present):

- **Teach undergraduate and graduate classes on a regular basis**
- **Major Advisor for over 90 graduate students**
- **Serve as coordinator of the higher education concentration for the Master of Education, Administration and Supervision Program**
- **Serve as the academic advisor 12-15 graduate students on an ongoing basis**
- **Serve on various department and College of Education committees**

**Assistant Vice President for Student Affairs, Dean of Student Life
and Associate Professor of Education**

1996 – 2001

As Assistant Vice President:

- **Supervised Department of University Police, including Parking Enforcement and Switchboard**
- **Developed and oversaw the Systems Fund (auxiliary services budget)**
- **Coordinated student development assessment activities**

As Dean of Students:

- **Managed and supervised the following departments, programs and services:**
 - **Residential Services (residence halls, apartments, and farm houses)**
 - **Student Programming Association Activities Program**
 - **Student Organizations Program**
 - **Student Identification Card Program**
 - **Student Judicial Affairs Program**
 - **Co-Curricular Transcript Program**
 - **Campus Recreation**
 - **Upward Bound**

As Associate Professor (1997-Present, Tenure Earned 1997):

- **Taught undergraduate and graduate classes**
- **Served as coordinator of the higher education concentration for the Masters of Education, Administration and Supervision Program**
- **Served as the major advisor for 12-15 graduate students**
- **Served on various department and College of Education committees**

Dean of Student Life and Assistant Professor of Education 1990 – 1996

- Managed and supervised the following departments, programs and services:
 - Residential Services (*residence halls and married student apartments*)
 - Student Programming Association Activities Program
 - Student Organizations Program
 - Student Identification Card Program
 - Student Judicial Program
 - Co-curricular Transcript Program
 - Campus Recreation
 - Cheerleader Program
 - Upward Bound

As Assistant Professor (1992):

- Taught undergraduate classes
- Served on various department and College of Education committees

Director of Residential Services and Instructor 1986 – 1990

- Coordinated and managed residence halls and married housing apartments
- Supervised and trained full time professional and support staff
- Recruited, selected, trained, and supervised student employees
- Supervised the maintenance and physical plant operations for all residence halls
- Coordinated programming activities
- Administered student discipline program
- Prepared annual budgets
- Effective 1988, assigned duties of Office of Student Life noted above
- Served as instructor (1989) for Student Development, Freshman Division

POSTSECONDARY EDUCATION PLANNING COMMISSION
DEPARTMENT OF EDUCATION - STATE OF FLORIDA
Research Assistant

Tallahassee, FL
1985 – 1986

THE FLORIDA STATE UNIVERSITY INSTITUTE FOR STUDIES IN HIGHER EDUCATION
DEPARTMENT OF EDUCATIONAL LEADERSHIP
Research Assistant

Tallahassee, FL
1984 – 1985

UNIVERSITY OF LOUISIANA AT LAFAYETTE
Assistant Dean of Student Personnel

Lafayette, LA
1981 - 1984

- Supervised residence hall personnel
- Organized staff development activities for entire department
- Coordinated department budget requests
- Served as coordinating instructor for Counseling I and II classes (*paraprofessional counseling skills development and management skills classes*)
- Shared responsibility for campus discipline program and 24-hour on-call program

Talent Search Counselor - Department of Special Services 1980 – 1981

- Acted as Field Administrator of Title III program during first year of implementation

Residence Hall Director 1977 – 1980

- Trained and supervised paraprofessional counseling staff
- Coordinated residence hall discipline program
- Organized activities program

TEACHING EXPERIENCE

NICHOLLS STATE UNIVERSITY	Thibodaux, LA
<i>Graduate Education Courses</i>	
HEAD 510 Legal Aspects of Higher Education	2010
HEAD 585 Practicum in Higher Education	1999-Present
HEAD 505 Organization, Administration and Finance of Higher Education	1999, 2014
<i>Undergraduate Courses</i>	
Introduction to Elementary and Secondary Education	1992-2006
Health and Physical Education	1991-1992
Student Development	1989
UNIVERSITY OF LOUISIANA AT LAFAYETTE	Lafayette, LA
<i>Academic Skills Classes</i>	
Counseling Class I	1980-1984
Counseling Class II	1982-1984
Physical Education Classes	1979-1980
CARENCRO HIGH SCHOOL	Carencro, LA
Physical Education Classes	1979

RESEARCH, PRESENTATIONS AND OTHER SCHOLARLY ACTIVITIES

Southern Association of Colleges and Schools Accreditation Team <i>Accreditation Committee Member</i>	October 2017
Southern Association of Colleges and Schools Accreditation Team <i>Accreditation Committee Member</i>	June 2015
Southern Association of Colleges and Schools Accreditation Team <i>Accreditation Committee Member</i>	November 2010
Southern Association of Colleges and Schools Accreditation Team <i>Off Site Review Committee Member</i>	November 2009
Southern Association for Colleges and Schools Accreditation Team <i>Accreditation Committee Member</i>	May 2008
Leadership Lafourche, <i>Presentation: "Leadership in Action"</i>	Thibodaux, LA May 2008
Southern Association for Colleges and Schools Accreditation <i>Accreditation Committee Member</i>	March 2007
Nicholls State University 2007 Student Leadership Seminar <i>Presentation: "Student Leadership and Ethical Decision Making"</i>	January 2007
Southern Association for Colleges and Schools Accreditation <i>Accreditation Committee Member</i>	April 2002
Association for Student Judicial Affairs Twelfth Annual International Conference <i>Presentation:</i> <i>"Campus Law Enforcement and Student Judicial Affairs:</i> <i>Collaboration, Keys to Success"</i>	Clearwater Beach, FL February 2000

- Southern Association for College Student Affairs – College Student Affairs Journal
Editorial Board Reviewer January 1997-2002
- Journal of College and University Student Housing
Editorial Board 1990-2002
- Nicholls State University Graduate Education Program
Higher Education Concentration Coordinator
(Faculty member responsible for developing five graduate courses
constituting concentration for graduate degree program in education administration,
and serving as program advisor for graduate students.) Thibodaux, LA
1992-Present
- Faculty Institute, Nicholls State University,
*"Handling Classroom Problems
Such as Cheating and Other Disruptions"* Panel Member Thibodaux, LA
August 1997
- National Association of Student Personnel Administrators National Conference,
"A Clash of Values - Diversity vs. Affirmative Action" Atlanta, GA
March 1996
- Louisiana Association of College and University
Student Personnel Administrators Conference Thibodaux, LA
October 1995
Three Presentations:
"Responding to Assessment in Residential Services,"
"Crime and Punishment: New Ways to Discipline Miscreant Students,"
"Underage Drinking and the New Law: Problems with Enforcement"
- Association for Student Judicial Affairs Seventh Annual International Conference Clearwater Beach, FL
Presentation: February 1995
"Fourth Amendment: Whom Can We Search, What Can We Seize?"
- National Association of Student Personnel Administrators National Conference Dallas, TX
Presentation: March 1994
"Diversity or University: The Legal and Moral Dilemma of Separatism"
- Leadership Terrebonne Houma, LA
Presentation: "Economic Development in South Louisiana" March 1994
- Leadership Lafourche, Lockport, LA
Presentation: "Economic Development in South Louisiana" November 1993
- The Inclusive University: Dialogues on Diversity (A Conference on Multiculturalism) Thibodaux, LA
Presentation: "Culture and Communication in the Inclusive University" October 1993
- National Association of Student Personnel Administrators National Conference Boston, MA
Two Presentations: March 1993
"Hate Speech: 1st Amendment and University Response"
"Discipline Procedures: Due Process Protection Requirements Established by the Courts"
- Association for Student Judicial Affairs Fifth International Conference Clearwater, FL
Two Presentations: February 1993
"Hate Speech: 1st Amendment and University Response"
"Discipline Procedures: Due Process Protection Requirements Established by the Courts"
- U.S. Department of Education; Fund for the Improvement of Postsecondary Education
Alcohol and Drug Abuse Prevention Program Washington, D.C.
Field Reader for Grants Competition Program 1990-1993
- Louisiana Association of College and University

Student Personnel Administrators Conference <i>"CYA—Discipline Procedures That Meet Due Process Protection Requirements Established By the Courts"</i>	Lafayette, LA October 1992
Louisiana Prevention Coalition Conference, Phase I, Louisiana Think Tank, <i>Participant</i> <i>(Helped to create a conceptional framework for developing a Louisiana prevention infrastructure and prevention resource system. Co-sponsored by the Louisiana Department of Education, Bureau of Student Services.)</i>	New Orleans, LA May 1992
ADAPT Program of Nicholls State University. <i>Partnership Exchange, Vol. 2 No. 5.</i> <i>Partnership for a Drug Free Louisiana</i>	November 1991
Drug Free Schools and Communities/Louisiana Comprehensive Health Conference <i>"Colleges Role in the War on Drugs"</i>	Alexandria, LA. September 1991
Delgado Community College <i>"Developing a Campus Housing Program" (On-site professional consultation)</i>	New Orleans, LA. April-July 1991
Southwest Region Forum on Substance Abuse Issues in Higher Education <i>"Development of a Comprehensive Prevention Program"</i>	Alexandria, LA March 1990
<u>Journal of College and University Student Housing.</u> Vol. 20 No.1. <i>"Computers in Residence Halls: Academic Support in the Living Environment"</i>	1990
ADAPT Final Report: <i>Official non-published document submitted to U.S. Department of Education.</i>	Dec. 1990
U.S. Department of Education, FIPSE Program National Meeting <i>"How to Get Started with Your Grant"</i>	Washington, D.C. November 1989
FIPSE Fund for the Improvement of Postsecondary Education <i>ADAPT Grant Writer: Alcohol and Drug Abuse Prevention Team</i> <i>(Grant funded in amount of \$118,445. Fiscal years -- 1988-1990.)</i>	Washington, D.C. 1988
<u>A Longitudinal Retention Analysis of the Enrollment History of Students in a Four-Year Public Institution in the State of Louisiana.</u> <i>Doctoral Dissertation completed at Florida State University.</i>	May, 1987

MAJOR UNIVERSITY COMMITTEE SERVICE

Advanced Programs Committee	2009-2010
Educational Leadership	2009-2010
Advanced Admission and Retention Committee	2008-2010
University Cabinet	2001-Present
Executive Council	2005-Present
Marketing/Branding Committee	2005-2012
University Council	2001-2005
Strategic Planning Committee, Chair	2001-2005
Strategic Planning Committee, Planning Advisory Group Member	1993-2005
Administrative Operations Review Committee, Chair	2003-2005
Academic Policies and Standards Committee	1994-2001
University Budget Committee, (Chair 1995-1996, Secretary 1993-94, 1996-1997)	1990-1998
Facilities Planning Committee	1994-1996
University Assessment Committee, Evaluation of Administrators Sub-Committee	1994-1997
University Retention Team	1994-2001

Athletic Council
College of Education Committee on Equitable Faculty Loads, Chair
Freshman Division Review Committee, Chair

1990-1991, 1997-2001
1994-1995
1994-1995

Southern Association of Colleges and Schools (SACS)
Accreditation, Steering Committee member
SACS Committee on Institutional Effectiveness, Chair
The Inclusive University: Dialogues on Diversity
Conference Program Coordinator (Statewide conference on multiculturalism
hosted by Nicholls State University, October, 1993).

1993-1995
1993-1995
1993

SEARCH COMMITTEE SERVICE

Provost and Vice President for Academic Affairs	<i>2004</i>
Assistant Professor of Education	<i>2000</i>
Director of Department of Athletics	<i>1998</i>
Director of University Relations	<i>1996</i>
Department Head, Health and Physical Education, Chair	<i>1995</i>
Department Head, Department of Teacher Education	<i>1995</i>
Executive Director of Enrollment Services	<i>1994</i>
Director of University Police, Chair 1997	<i>1992, 1995, 1997</i>
Director of International Student Recruitment & Admissions	<i>1991</i>
Director of Financial Aid	<i>1990-1991</i>
Head Coach, Men's Basketball	<i>1990</i>
Dean of Student Services, Chair	<i>1990</i>
Vice President for Student Affairs	<i>1990</i>

OTHER UNIVERSITY COMMITTEE SERVICE

Privatized Housing Committee	<i>2002-2003</i>
Bookstore Privatization Committee Chair	<i>2000-2001</i>
University College Task Force	<i>1997</i>
College of Education (EDAS) Master of Education Degree Program Committee	<i>1996-Present</i>
University Internet Usage Committee	<i>1996-2001</i>
College of Education, Advanced Admission and Retention Committee	<i>2008-Present</i>
Department of Teacher Education Foundations (Graduate) Committee	<i>1995-Present</i>
College of Education Standard IV, Resources/Governance, NCATE Committee	<i>1994-2001</i>
College of Education Library Committee	<i>1995-1996</i>
Student/Teacher Evaluation Committee	<i>1994-1998</i>
University Calendar Committee	<i>1994-2001</i>
Division of Student Affairs Quality Achievement Awards Selection Committee	<i>1995-2001</i>
Department of Teacher Education SACS Self Study - Administration and Supervision/Student Teaching Committee	<i>1993-1994</i>
Department of Teacher Education Student Tracking Plan Committee	<i>1992-1993</i>
Bonnie J. Bourg Lecture Series Committee	<i>1991-Present</i>
Continuing Education Committee	<i>1990-2001</i>
Architectural Control Committee Fraternity/Sorority Row	<i>1990-2001</i>
Student Organizations Committee	<i>1989-2001</i>
Disaster Planning Committee	<i>1989-2001</i>
Artists and Lectures Committee	<i>1989-2001</i>
Who's Who Selection Committee	<i>1986-2001</i>
Homecoming Committee	<i>1986-2001</i>
Hall of Fame Selection Committee	<i>1988-2001</i>
Family Day Committee	<i>1988-2001</i>

Enrollment Planning Committee	1990-1993, 1997-2001
Judicial Board Advisor	1988-1992
Academic Suspension Appeals Committee	1991
Sexual Assault Task Force	1991
ADAPT Task Force	1988-1991
AIDS Task Force	1988-1991
Admissions, Credits and Academic Standards	1989-1990
High School Relations Committee	1988-1989
Computer Planning Committee	1988-1989

PROFESSIONAL/HONOR ORGANIZATIONS

PHI KAPPA PHI	2001-PRESENT
OMICRON DELTA KAPPA	2000-PRESENT
ASSOCIATION FOR STUDENT CONDUCT ADMINISTRATORS	1990-PRESENT
<i>Finance Committee Chair</i>	1999-2001, 2002-2003
<i>Constitution Review Committee</i>	1998-1999
<i>Awards Committee</i>	1992-1997, Chair 1995-1997, 2003
<i>Nominations Committee</i>	1992-1993, 1995-1997
<i>Registered Consultant</i>	1996
<i>Membership Committee</i>	Chair 1997-1998
ASSOCIATION FOR COLLEGE AND UNIVERSITY HOUSING OFFICERS--INTERNATIONAL	1986-PRESENT
<i>Journal Editorial Board</i>	1990-2002
SOUTHERN ASSOCIATION FOR COLLEGE STUDENT AFFAIRS	1984-PRESENT
<i>Issues and Awareness Committee</i>	1994-2000
<i>Professional Preparation and Standards Committee</i>	1997-2000
<i>Editorial Board Reviewer</i>	1997-2002
LOUISIANA ASSOCIATION OF COLLEGE AND UNIVERSITY STUDENT PERSONNEL ADMINISTRATORS	
<i>President</i>	2002-2003
<i>Board of Directors</i>	1996-1998, 2002-2004
<i>President Elect</i>	2002
<i>Conference Chair</i>	2002
NATIONAL ASSOCIATION OF STUDENT PERSONNEL ADMINISTRATORS	1984-PRESENT
<i>Region III Board of Directors</i>	1994-1996
<i>Region III Coordinator Enrollment Management Network</i>	1994-1996
ASSOCIATION FOR SUPERVISION AND CURRICULUM DEVELOPMENT	1995-2001
COMMUNITY SERVICE/INVOLVEMENT	
BAYOU INDUSTRIAL GROUP	
<i>President</i>	2002-2005
<i>Board of Directors</i>	1999-2007
<i>Member</i>	1997-Present
NSU FACILITIES CORPORATION	
<i>Board of Directors</i>	2002-2017

THIBODAUX CHAMBER OF COMMERCE

Board of Directors
Member

2000-2003
1997-Present

THIBODAUX KIWANIS CLUB

Treasurer
President
Past President
President
Vice President
Board Member

1992-Present
2000-2001
1998-1999
1996-1997
1995-1996
1994-1995
1993-2001, 2013-2016

PRO-NSU

Vice President of Membership
Board Member
Vice President of Finance

1993-2007
1989-2016
1991-1993

AMERICAN RED CROSS SOUTHEAST LOUISIANA CHAPTER

Board of Directors
Board Secretary, Executive Committee
Chair, Health and Safety Committee
Chair, Volunteer Services Committee
Chair, Branch Operations Committee
Lafourche/Assumption Service Center, Chairman of Advisory Board
Lafourche/Assumption Service Center Advisory Board Member
Cabaret Celebration Committee Member

1997-2006, 2007-2012
2003-2004, 2007-2009
2007-2009
2000-2001
1998-2000
1997-2001
1995-2005
1997

BAYOU LAFOURCHE MARINE INSTITUTE

Board of Trustees

2005-2013

THIBODAUX RECREATION DEPARTMENT

Baseball Coach 6 Year Old League
Baseball Coach 4-6 Year Old League
Recreation Board
Baseball Coach 6-7 Year Old League
Baseball Coach 9-11 Year Old League
Baseball Coach 11-12 Year Old League
Basketball Coach 11-12 Year Old League
Basketball Coach 13-14 Year Old League
Basketball Coach 15-18
Baseball Coach 13-14 Year Old League
Baseball Coach 15-17 Year Old League
Softball Coach 15-17 Year Old League

2017
2015-2016
2008-2010
1995, 1996
2003
2004
2004, 2005
2005, 2006
2007, 2008, 2009
2005, 2006
2007, 2008, 2009
2007

THIBODAUX BIDDY BASKETBALL

Basketball Coach Girls 7-8 League
Basketball Assistant Coach Boys 8 Year Old League
Basketball Coach Boys 7 Year Old League

1997-1998
1997-1998
1996-1997

LAFOURCHE SOCCER ASSOCIATION

Soccer Coach U6 Boys
Soccer Coach U7 Boys

1996-1998
1998-1999

THIBODAUX BANTAM FOOTBALL LEAGUE <i>Football Assistant Coach 9-10 Year Old League</i> <i>Football Assistant Coach 11-12 Year Old League</i>	2002 2003, 2004
TERREBONNE PARISH RECREATION DEPARTMENT <i>Football Coach 11-13 Year Old League-Schriever Stars</i>	2005
LAFOURCHE PARISH ANIMAL SHELTER ADVISORY BOARD <i>Shelter Construction Project Coordinator</i> <i>Advisory Council, Chair</i> <i>Advisory Board, Chair</i>	2001-2007 2002-2006 2006-2011, 2012-2017
Lafourche Parish Office of Community Action Teen Expo <i>Panel Member</i>	2009
RESTORE OR RETREAT	2002-Present
NICHOLLS STATE UNIVERSITY FOUNDATION	2001-2016, 2017
NICHOLLS STATE UNIVERSITY ALUMNI FEDERATION	1990-Present
FLORIDA STATE UNIVERSITY ALUMNI ASSOCIATION	1987-Present
UNIVERSITY OF LOUISIANA LAFAYETTE ALUMNI ASSOCIATION	1979-Present

AWARDS

BAYOU INDUSTRIAL GROUP BIG ACHIEVER OF THE YEAR AWARD	February 2015
BAYOU INDUSTRIAL GROUP OUTSTANDING ACHIEVEMENT AWARD	2005
AMERICAN RED CROSS 2010 HEROES CAMPAIGN FUNDRAISING AWARD	June 2010
ROBERT E. HODGES OUTSTANDING FACULTY ADVISOR AWARD LOUISIANA-MISSISSIPPI-WEST TENNESSEE DISTRICT, CIRCLE K	2009-2010
UNIVERSITY OF LOUISIANA AT LAFAYETTE COLLEGE OF EDUCATION <i>Outstanding Alumnus Award, Class of 1979</i>	March 2004
NICHOLLS STATE UNIVERSITY ALUMNI FEDERATION <i>Honorary Alumnus Award</i>	2000
NICHOLLS STATE UNIVERSITY, DIVISION OF STUDENT AFFAIRS <i>Employee of the Year</i> <i>Student Affairs Recognition Award</i>	1994 1997, 1998
THIBODAUX KIWANIS CLUB <i>Kiwanian of the Year</i>	1994, 1997