2022
FACULTY AND STAFF INSTITUTE

CULTIVATING SUSTAINABLE PRACTICES
THAT PROMOTE SUCCESS

AUGUST 8-12, 2022
8:00 A.M.
PROFESSIONAL SCHOOLS BUILDING
GEORGES AUDITORIUM

Dillard University
MISSION

Dillard University is a historically Black institution that cultivates leaders who live ethically, think and communicate precisely, and act courageously to make the world a better place.

VISION

Dillard University attracts the leaders, thinkers, and artists of tomorrow, and equips them with the tools they need to imagine and build a better world for everyone.

Our students do not acquire knowledge alone; they develop compassion and high ethical standards alongside it. They think critically, but they do not stop at thinking; they act to turn their dreams into reality. In doing the work they are called to do, they do not choose the easy path over the right path. Instead, their commitment to excellence and integrity makes their work resilient by inspiring others to join their cause.

Our motto, “Ex Fide, Fortis," means "From Faith, Strength." It is this faith that keeps our vision clear, our hearts full, and our actions confident and deliberate, as together we transform the world into the world that it should be.
MONDAY, AUGUST 8, 2022

8:00 A.M.  Check-in and Continental Breakfast  
           Lucien Pavilion

Plenary Session I

9:00 A.M. – 11:45 A.M.  Call to Order and Meditation

Dr. Eric L. Buckles, Dean  
Arts and Sciences  
Academic Affairs

Rev. Herbert A. Brisbon III, University Chaplain  
Student Success

Cultivating Sustainable Practices: Mission, Transformation, Planning, and Accountability

Dr. Rochelle L. Ford, APR, President

Dr. Toya Barnes-Teamer, Transformation Officer  
Teamer Strategy Group

Dr. Darryl Ann Lai Fang, Director,  
Strategy Execution  
UNCF

Mr. Gerald L. Hector, Senior Vice President  
Administration and Finance  
University of Central Florida

Service and Retirement Recognition Luncheon

12:00 P.M. - 1:45 P.M.  Recognition of Employees with Years Ending in 2 and 7

Dr. Rochelle L. Ford, APR, President
Mrs. Brittney W. Richardson, Director
Human Resources
Business and Finance
Kearny Dining Hall

Breakout Sessions*

2:00 P.M. - 3:00 P.M.

Cultivating Sustainable Practices: University Mission and Vision

Dr. Eartha L. Johnson, Dean
Faculty and Student Academic Support Services
Academic Affairs

Dr. Sharon W. Hutchinson, Dean
College of Nursing
Academic Affairs
PSB Room 131/135

Cultivating Sustainable Practices: Quality Enhancement Plan (QEP)

Dr. Danielle Duffourc, Assistant Vice President
Institutional Effectiveness and Research/SACSCOC Liaison
Academic Affairs

Mr. Jacques J. Detiege, Director
Assessment and Analysis
Academic Affairs
PSB Room 200

Breakout Sessions*

3:15 P.M. - 4:15 P.M.

Cultivating Sustainable Practices: University Mission and Vision

Dr. Eartha L. Johnson, Dean
Faculty and Student Academic Support Services
Academic Affairs

Dr. Sharon W. Hutchinson, Dean
College of Nursing
Academic Affairs
PSB Room 131/135

Cultivating Sustainable Practices: Quality Enhancement Plan (QEP)

Dr. Danielle Duffourc, Assistant Vice President
Institutional Effectiveness and Research/SACSCOC Liaison
Academic Affairs
TUESDAY, AUGUST 9, 2022

8:00 A.M. - 8:45 A.M.  Check-in and Continental Breakfast  
Lucien Pavilion

Plenary Session II

9:00 A.M. - 10:30 A.M.  Call to Order and Meditation

Dr. Courtney E. Williams, Assistant Dean of Students  
Student Engagement and Leadership  
Student Success

Rev. Herbert A. Brisbon III, University Chaplain  
Student Success

Divisional Updates

Academic Affairs  
Dr. Yolanda W. Page, Vice President

Business and Finance  
Mr. Ralph W. Johnson, Vice President

Enrollment Management  
Ms. Monica M. White, Interim Vice President

Institutional Advancement  
Mr. Theodore B. Callier, Interim Vice President

Legal Affairs and Risk Management  
Mr. Brendan M. Greene, General Counsel

Student Success  
Dr. Roland N. Bullard, Jr., Vice President

10:45 A.M. - 12:00 P.M.  Cultivating Sustainable Practices: Emergency Management Preparation and Active Shooter

*Note: Breakout sessions repeat. Attendees should attend each session.*
Ms. Angela Honora, Chief of Police  
Dillard University Police Department

Mr. Warren Riley, Chief of Police  
Delgado Community College Police Department

12:15 P.M. - 1:15 P.M.  
Lunch (On Your Own)

**Breakout Sessions**

1:30 P.M. - 2:30 P.M.  
Cultivating Sustainable Practices: Maintaining Our Brand  
Eddie Francis, Director  
Communications and Marketing  
PSB Room 164

Cultivating Sustainable Practices: Business Processes  
Ms. Shannon M. Glapion, Controller  
Business and Finance  
PSB Room 136

**Breakout Sessions**

2:45 P.M. - 3:45 P.M.  
Cultivating Sustainable Practices: Maintaining Our Brand  
Eddie Francis, Director  
Communications and Marketing  
PSB Room 164

Cultivating Sustainable Practices: Business Processes  
Ms. Shannon M. Glapion, Controller  
Business and Finance  
PSB Room 136

*Note: Breakout sessions repeat. Attendees should attend each breakout session.*

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**WEDNESDAY, AUGUST 10, 2022**

There are no formal sessions today. Faculty and staff members are encouraged to participate in the New/Transfer Student Move-In activities.

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**THURSDAY, AUGUST 11, 2022**

9:30 A.M. - 10:45 A.M.  
College Meetings
**FRIDAY, AUGUST 12, 2022**

**Breakout Sessions (Faculty Only)*

10:00 A.M. - 11:15 A.M. 
Cultivating Sustainable Practices: Effective Advising  
*Dr. Eric L. Buckles, Dean*  
*Arts and Sciences*  

*Dr. Kimberly Moorehead, Dean*  
*University College*  
*PSB Room 164*

Cultivating Sustainable Practices: Development and External Funding  
*Mr. Theodore B. Callier, Interim Vice President*  
*Institutional Advancement*  

*Mrs. Adrian Guy-Anderson, Assistant Vice President*  
*Development and Alumni Relations*  
*PSB Room 136*

11:30 A.M. - 12:45 P.M.  
Lunch (On Your Own)  

**Breakout Sessions (Faculty Only)*
1:00 P.M. - 2:15 P.M.

Cultivating Sustainable Practices: Effective Advising

Dr. Eric L. Buckles, Dean
Arts and Sciences

Dr. Kimberly Moorehead, Dean
University College
PSB Room 164

Cultivating Sustainable Practices: Development and External Funding

Mr. Theodore B. Callier, Interim Vice President
Institutional Advancement

Mrs. Adrian Guy-Anderson, Assistant Vice President
Development and Alumni Relations
PSB Room 136

*Note: All breakout sessions repeat. Faculty members should attend each topical session. All sessions are Bring Your Own Device (BYOD).

MONDAY, AUGUST 15, 2022

Breakout Sessions (Faculty Only)*

10:00 A.M. - 11:15 A.M.

Cultivating Sustainable Practices: The Faculty Role in the Classroom and Beyond

Dr. Eartha L. Johnson, Dean
Faculty and Student Academic Support Services

Dr. Dorian D. Williams, Dean
College of Business
PSB Room 164

Cultivating Sustainable Practices: Effective Use of Navigate and Early Alert

Ms. Sarah Ulep, Strategic Leader
EAB
PSB Room 136

11:30 A.M. - 12:45 P.M.

Lunch and Learn Session: Growth Mindset
Cleo Allen, Retired
Associate Professor Mass Communications
PSB Room

Lunch and Learn Session: Working Effectively with Auxiliary Services *
Ms. Michelle N. Matthew, Manager
Auxiliary Services
Business and Finance
Student Union (WOW American Eats)

*This session is for administrative assistants, administrative specialists, and executive assistants.

Breakout Sessions (Faculty Only)*

1:00 P.M. - 2:15 P.M.
Cultivating Sustainable Practices: The Faculty Role in the Classroom and Beyond
Dr. Eartha L. Johnson, Dean
Faculty and Student Academic Support Services

Dr. Dorian D. Williams, Dean
College of Business
PSB Room 164

Cultivating Sustainable Practices: Effective Use of Navigate and Early Alert
Ms. Sarah Ulep, Strategic Leader
EAB
PSB Room 136

*Note: All breakout sessions repeat. Faculty members should attend each topical session. All sessions are Bring Your Own Device (BYOD).

5:30 P.M. - 7:00 P.M.
New Full-Time and Part-Time Faculty Orientation
Hosted by the Division of Academic Affairs
PSB Room 131/135
**SPEAKER BIOS**

**Toya Barnes-Teamer** brings more than 30 years of experience to TSG, most recently as a principal at HCM Strategists, LLC. At HCM, Dr. Barnes-Teamer provided expertise in state and system-level higher education research, policy, and cross sector collaboration. She provided technical support to organizations, systems, and institutions to support their goals and objectives, as well as developing assessments to identify barriers and opportunities to meet deliverables. Dr. Barnes-Teamer also helped to identify strategies focused on improving outcomes and closing equity gaps.

Dr. Barnes-Teamer also served as a consultant for Ruffalo Noel (formerly Noel Levitz). As vice president for student success at Dillard University, she coordinated the planning, development, organization and administration of the university’s governing policies with the executive cabinet. She was responsible for the development of the enrollment management plan at the University, as well as the University’s retention initiatives. Prior to her role at Dillard, Dr. Barnes-Teamer served as senior vice president for academic and student affairs for the Louisiana Community and Technical College System (LCTCS), having previously served as vice chancellor/provost for Louisiana Technical College, District One. Preceding her tenure at LCTCS, Dr. Barnes-Teamer was associate director of admissions for recruitment and enrollment management at the University of New Orleans and associate director of admissions at Loyola University New Orleans. Dr. Barnes-Teamer holds bachelor's and master's degrees from Loyola University New Orleans, and she received her Ph.D. in higher education administration from the University of New Orleans.

**Darryl Ann Lai Fang** is director of strategy execution for UNCF’s Institute for Capacity Building (ICB). She is responsible for implementing strategies for the institutional transformation of Black colleges and universities. She oversees the fastest growing service vertical of program managers assigned to institutional cohorts. She leverages the discipline, hard work and attention to detail that she learned in the military to propel higher education institutions towards transformational change. Dr. Lai Fang earned a Bachelor of Science degree in business management from the University of Phoenix, a Master of Science degree in human resource management from Nova Southeastern University, and a Doctor of Ministry from the Interdenominational Theological Center, a UNCF member institution.

**Rochelle L. Ford** is the eighth president of Dillard University. Having built a robust resume in higher education administration and instruction, President Ford has earned a reputation as a hard-working transformative leader. Previously, she served as the dean of the School of Communications at Elon University, the second to serve in that position in the university’s history. There, she led more than 80 faculty and 1,500 students with six undergraduate major programs of study and one graduate program.

President Ford is recognized nationally for her work in public relations. In 2021, the Arthur W. Page Society presented Ford with the Distinguished Service Award for her service to the public relations profession and her commitment to advancing diversity, equity and inclusion in the field in 2021. That same year, ColorCOMM listed her as one of 28 Most Influential Black Females in
Communications. In 2019, Ford received the Public Relations Society of America’s (PRSA) Outstanding Educator Award; and, in 2018, Ford was inducted into the PRWeek Hall of Fame.

Under President Ford’s leadership at Elon, the School of Communications experienced an enrollment increase of approximately 15% between 2018 and 2021. She also hired more than 10 full-time faculty and more than 10 part-time instructors. President Ford led a reorganization of the academic departments to provide students with more access to administrators, improved faculty and student mentoring, and strengthened academic curriculum and industry partnerships. President Ford also created an industry advisory task force to assist communications faculty to develop curriculum and begin securing funding for a new health communications program focused on creating internships, service learning, undergraduate research and study abroad opportunities.

Prior to her role at Elon, President Ford served for four years as a professor and the chair of the Public Relations Department at the S. I. Newhouse School of Public Communications at Syracuse University, helping the program to win the PRWeek Education Program of the Year. Through a provost faculty fellowship, President Ford co-chaired Syracuse’s successful Middle States Commission on Higher Education re-accreditation; and she initiated a university-wide required common first year experience. President Ford also taught as a professor for 16 years at her alma mater, Howard University, in the School of Communications, where she served as the associate dean for research and academic affairs for six years and as the former director of the Preparing Future Journalism Faculty Program. Her last assignment at Howard was to lead the university’s initiative to establish a campus-wide Center for Academic Excellence.

Her scholarship and experience include diversity, equity and inclusion, public relations, advertising, journalism, and media. A former advertising and public relations sequence coordinator at Howard, President Ford conducts research about diversity in advertising and public relations; and she has written a monthly column, “Diversity Dimensions for Public Relations Tactics”, an award winning trade newspaper. She has been a member of the boards of PRSA, the PRSA Foundation and the American Advertising Federation’s Mosaic Center. President Ford co-chairs the Arthur W. Page Society’s diversity and inclusion committee. Among President Ford’s numerous publications are “Administrative Challenges and Organizational Leadership in Historically Black College and Universities” and “Setting a New Agenda for Student Engagement and Retention in Historically Black Colleges and Universities”, both co-authored with Charles B.W. Prince. President was an editor of “Reality TV: Entertaining… But No Laughing Matter”, a 2017 whitepaper that examined the impact of media images, particularly on African American women.

A native of Gahanna, Ohio, President Ford earned her bachelor’s degree in journalism with a concentration in public relations from Howard, her master’s degree in journalism with a specialization in public relations from University of Maryland, College Park, and her Ph.D. in journalism from Southern Illinois University in Carbondale. She also earned a graduate certificate in higher education administration from Harvard University.

Active in both her discipline and her community, President Ford is a member of PRSA, where she holds an Accreditation in Public Relations and the Arthur W. Page Society. She is also a member of the National Black Public Relations Society, the American Advertising Federation, Zeta Phi Beta Sorority, Inc., the Alamance County Chamber of Commerce’s Diversity and Inclusion Committee, the United Church of Christ and the United Methodist Church.
**Gerald Hector** is the senior vice president for administration and finance at the University of Central Florida. He oversees accounting, finance, human resources, campus safety, auxiliary enterprises, and all aspects of facilities management. Before joining UCF, Mr. Hector was the executive vice president and chief business officer at Morehouse College, and prior to that, vice president for financial affairs and university treasurer at Cornell University. He has also held similar leadership roles at Ithaca College and Johnson C. Smith University. Before joining higher education, he was the corporate controller at the United Negro College Fund, and a public accountant with then Deloitte and Touche.

Mr. Hector’s 22-year tenure in higher education has seen him advocate for diversity and inclusion matters. He has made presentations both nationally and on the campuses he serves. As an author, his first published work has birthed a podcast series where he engages thought leaders on matters of early career paths and where they are today. The book and the podcast are ways that he continues to provide hope and inspiration to young people and young professionals just starting out in their careers. Mr. Hector is an honors graduate from Howard University where he majored in accounting and holds a Master of Christian Thought degree from the Gordon Conwell Theological Seminary.

**Sarah Ulep** is a strategic leader on EAB's student success team. In her role, she partners with members to leverage Navigate as a technical management system for student success. Specifically, Ms. Ulep works with administrators, faculty, and staff at member institutions to identify areas of opportunity to affect student graduation and retention rates in line with published goals and priorities. Ms. Ulep specializes in working with small, private, four-year liberal arts institutions. She is passionate about understanding the unique goals and challenges of her individual members and building relationships with key stakeholders to affect change. Prior to joining EAB, Ms. Ulep worked with Laureate International Universities in Baltimore, Maryland where she focused on talent management efforts for the internal information technology and business intelligence departments. As a Maryland resident, Ms. Ulep enjoys boating, hiking and other outdoor activities in her free time.
FACULTY AND STAFF INSTITUTE PLANNING COMMITTEE

Dr. Yolanda W. Page, Chair
Dr. Eartha L. Johnson, Co-Chair
Mrs. Collette Smith Brannon, Business and Finance
Mr. Cortheal Clark, Academic Affairs
Mr. Eddie Francis, Communications and Marketing
Mrs. Robin Hawkins-Ulmer, Sodexo Campus Services
Ms. Michelle N. Matthew, Business and Finance
Mr. Mark Raymond, Academic Affairs
Mrs. Brittney W. Richardson, Business and Finance
Mr. Lawrence J. Weber Jr., Academic Affairs