STATE 15

Diversity Task Force

Group Image

Attendance — Top row (left to right): Dr. Katrice A. Albert; Dr. Dereck J. Rovaris, Sr.; Torii Ransome Freeman; Raymond T. Diamond; Kenneth B. Hunter; Dr. Michael Gargano, Vice President for Student and Academic Support Services – LSU System; Bottom row (left to right)Margaret Young; Kenna Franklin; Pamela S. Bloom, Staff Liaison – LSU System; Dr. Carolyn H. Hargrave – Vice President for Academic Affairs – LSU System; M. Peggy Gaffney. Absent: Gena Doucet.

MASTER LSU SYSTEM DIVERSITY TASKFORCE WHITE PAPER DOCUMENT V3 (/ADMINISTRATION/INFO/DIVERSITYTASKFORCE.PDF)

The LSU System Diversity Task Force has been established to serve as an advisory group to LSU System Administration and LSU Board of Supervisors, particularly the Academic, Student Affairs, Achievement & Distinction Committee chaired by Board of Supervisors' member, Ms. Dottie Reese.

The Diversity Task Force membership is made up of a chief diversity professional representing each campus in the LSU System. They have been charged with evaluating the LSU System's status on cultural diversity and community outreach and identity the challenges and opportunities for the LSU System. They will develop policy recommendations to the LSU System Administration and the LSU Board of Supervisors on best practices to increase cultural diversity and community engagement. This year, the Diversity Task Force will assess three major areas of interest: Campus Climate, Recruitment and Retention, and Training and Development.

LSU Diversity Task Force Members

Katrice A. Albert, Ph.D.

Katrice A. Albert is Vice Provost for Equity, Diversity, & Community Outreach at LSU. In this post she serves as the Chief Diversity Officer and is responsible for developing and implementing strategic initiatives and policies aimed at cultivating a campus environment that embraces individual difference, sustains inclusion, and enhances institutional access and equity.

She also serves as an adjunct Assistant Professor in the Department of Educational Theory, Policy & Practice where she teaches the graduate course entitled, "Multicultural Counseling." She is committed to teaching, research, service, and mentorship.

Dr. Albert completed her doctoral degree in Counseling Psychology at Auburn University. Her clinical internship was completed at Boston Medical School's Center for Multicultural Training in Psychology. She earned her Master of Science degree in Counseling Psychology from the University of Southern Mississippi. She graduated magna cum laude from Xavier University of Louisiana with a Bachelor of Science degree in Psychology. She is a native of New Roads, Louisiana in Pointe Coupee Parish.

Raymond T. Diamond; BA, JD, Yale University

Prof. Diamond is currently a Professor at the Paul M. Hebert Law Center and has been designated beginning 2009/10 as the Jules F. and Frances L. Landry Distinguished Professor of Law. Prof. Diamond previously was the John Koerner Professor of Law and Adjunct Professor of African Diaspora Studies at Tulane University. Prof. Diamond has written widely in the area of Constitutional Law, race relations, and legal history. His scholarship in the area of the Second Amendment and the right to bear arms has been has been cited in Supreme Court jurisprudence and has been awarded the 2000 Carter-Knight Freedom Fund Award. His latest scholarship, a chapter in the second edition of The Bill of Rights in Modern America, is "Public Safety and the Right to Bear Arms," published in the fall of 2008. In connection with the issues he has raised in his Second Amendment scholarship, he was co-counsel on the amicus brief presented by the Congress of Racial Equality (CORE) to the Supreme Court in District of Columbia v. Heller, decided in 2008. He is the co-author of Brown v. Board of Education: Caste, Culture, and the Constitution, which was awarded the 2003 David J. Langum, Sr., Prize by the Langum Project for Historical Literature.

Gena Doucet

Gena Doucet assumed the Human Resource Management Director position at Pennington Biomedical Research Center on June 1, 2003. Prior to her appointment with PBRC, Ms. Doucet was employed by the Office of Human Resource Management at Louisiana State University A&M College from October 1999 to May 2003. During her tenure with the LSU Baton Rouge campus, she served as Human Resource Manager, Human Resource Analyst, and Management Intern.

Ms. Doucet holds leadership positions with numerous LSU System and PBRC committees and external organizations, including the State Human Resource Management Association (SHRMA), the PBRC Conflict of Interest Committee, the PBRC Crisis Management Committee, the PBRC Upper Management Committee, the PBRC Safety Committee, and currently serves as chair of the LSU System Office Council of Staff Advisors to the Board of Supervisors. She has previously served on the LSU System Office Agenda for Change Civil Service Reform subcommittee, Greater Baton Rouge Society of Human Resource Management (GBRSHRM), the International Public Management Association for Human Resources (IPMA-HR) and co-chaired the PBRC United Way Drive.

Ms. Doucet earned a Bachelor of General Business from the University of Southwestern Louisiana in May 1989 and a Masters in Business Administration from the University of Southwestern Louisiana in December 1996.

Kenna M. Franklin

Kenna M. Franklin is an Instructor of Social Work/Sociology at Louisiana State University in Shreveport. As of January 7, 2009, she became the founding Director of the Office of Multicultural Affairs. Mrs. Franklin is currently a doctoral student at the University of Texas at Austin in the educational administration program. She has received her Certificate of Advanced Study in Social Work as a doctoral student at Tulane University, earned a Masters degree in Social Work Administration from the University of Michigan at Ann Arbor, and completed double major requirements in Sociology and Criminal Justice from Grambling State University. Mrs. Franklin teaches a series of four Social Work courses emphasizing introductory content, professional methods, overview/analysis of historical social work and independent studies of local social service agencies. Additionally she teaches lower level sociology courses exploring introduction content, contemporary social problems, marriage and family, and minorities in America. Mrs. Franklin is currently awaiting the publication of her first children's story, Grandmother, Grandmother What Do You Dream? She has been appointed by Louisiana State Governor Mike Foster to serve as a Board member of the Louisiana Board of Social Work Examiners. She serves on numerous university committees, has collaborated on several newspaper feature stories, presented papers to state and national organizations, served as board member to local organizations, received the 2002 American Studies Fellowship Award, and is ranked in the Top 20 Faculty at LSUS.

Torii Ransome Freeman, BA – Spelman College, JD – Paul M. Hebert Law Center

Ms. Freeman is presently employed at the LSU AgCenter, Human Resource Management Office. Ms. Freeman has over 10 years of experience in the field of Human Resource Management, many of the years spent in private industry. Her most recent tenure has been spent in higher education/state employment. Her primary areas of responsibility include EEO, Diversity, Employee Relations and Immigration.

Kenneth B. Hunter

Kenneth B. Hunter currently serves as the Director of Diversity/Equal Employment Opportunity Officer for the Louisiana State University Health Sciences-Shreveport (LSUHSC-S). Prior to coming to the LSUHSC-S, he served as a Civil Rights Officer and Zone Manager for the United States Coast Guard, Civil Rights Directorate, managing an area covering three states and 8600 personnel. He came to the Coast Guard from the United States Army Communications-Life Cycle Management Command at Ft. Monmouth, New Jersey where he served as the Equal Opportunity Program Manager. Ken is also retired from the United States Army after 20 years of service with his last duty assignment as the Senior Equal Opportunity Advisor for the United States Army Intelligence Center and Ft. Huachuca. His military career included 15 years in the Signal Corps which incorporated a variety of assignments in the United States, Korea, Europe, Central America, and the Balkans.

Ken, as he likes to be called, is a graduate of the University of Maryland where he earned a B.S. in Management Studies. He is also a graduate of the University of Oklahoma where he earned a Master of Human Relations (MHR) with a concentration in Organizational Development.

A Chicago native, Ken is a strong believer in mentoring, coaching and giving back to the community. Before coming to Louisiana, he was active in several organizations within the New England area. Ken is a Certified Diversity Trainer and worked as a trainer for the Anti-Defamation League located in Hamden, CT. He was also a member of the Boards of Directors of the United Way of SE CT, the New London Community Meal Center, and the Writers Block Ink. Ken is also a founding member of "Hands Against Hate", an organization dedicated to diversity education and fighting against all forms of hate and discrimination.

Dr. Shonu Nangia — Assistant Professor of Foreign Language. LSU Alexandria

Shonu Nangia is Assistant Professor of Foreign Languages at Louisiana State University at Alexandria where he teaches French and Spanish. He holds a Ph.D. in Modern Languages (with a major in French and a minor in Spanish) from Wayne State University, Detroit. His Master's degree is in French Translation and Interpretation. Shonu's research interests encompass the following: globalization, French and Francophone literature, French and Spanish language pedagogy, technology in language instruction, and translation studies. He has published scholarship on emotional intelligence, Francophone author Tahar Ben Jelloun, Lebanese-French poet Andrée Chedid, and the fugitive Bangladeshi humanist and writer Taslima Nasrin. His translation of a novel by contemporary French author Pierre Fréha will be appearing soon. Another book, titled Male-Female Relations in the Literary Maghreb: Tahar Ben Jelloun, Poetics and Politics of Violence and Liberation is also forthcoming. Shonu also serves as faculty advisor to El Círculo español (the Spanish club) and À la Mode (the French club) at LSUA. When not teaching French and Spanish, he enjoys organizing films festivals and yoga-meditation workshops.

Dereck J. Rovaris, Sr., Ph.D.

Dereck earned a bachelor's degree from the University of Kansas with a triple major in Psychology; Human Development and Family Life; and Crime and Delinquency Studies. He worked for three years at Xavier University of Louisiana as a financial aid counselor where he earned an M.A. in Guidance and Counseling. He later earned a Ph.D. in Higher Education Administration from the University of Illinois.

Rovaris returned to Xavier serving as Assistant Dean of the Graduate School, Director of Graduate School Placement, and as an Assistant Professor with the Graduate School. He also directed two nationally recognized student enrichment programs, Xavier's McNair Post baccalaureate Achievement Program and its SuperScholar/EXCEL program.

In the summer of 2006 he completed the Management Development Program at Harvard University. In 2007 he completed a Council for Opportunities in Education professional development tour in England and The Netherlands. Later in 2008-09 he was in Chicago at DePaul University as a presidential fellow with the American Council on Education. In 2010 he became Associate Vice Chancellor for Academic and Multicultural Affairs at the Louisiana State University Health Sciences Center.

He has served as an educational consultant, published widely, and has been a featured speaker on the local, national, and international level. In 2005, his first book Mays and Morehouse was re-released. The book, which has been featured in Ebony Magazine, tells the story of not only a phenomenal man

and a great college, but also the story of African Americans' quest for higher education. Rovaris has traveled extensively throughout the U.S. and in foreign nations in Europe, Africa, and in the Caribbean. He also serves on a variety of educational and non-profit boards.

Margaret Young

Margaret Young is Executive Assistant to the Chancellor at Louisiana State University Eunice, and since May, 2008, has served as Special Assistant to the Chancellor for Affirmative Action/Equal Opportunity. She also serves as Chair of the LSUE Affirmative Action/Equal Opportunity Committee and as a member of the Administrative Council. Young received her Bachelor's degree from LSU in 2001 and her Master's in Public Administration from Louisiana State University in 2006. She has 32 years of service with the LSU System, 4 years at LSU and 28 years at LSU Eunice. She is a member of the National Association of Presidential Assistants in Higher Education.

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