

Roederick C. White, Sr.

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April 8, 2019

Tim McFeeley and Sherlene Parsons
Isaacson, Miller
1300 19th Street NW, Suite 700
Washington, DC 20036

Dear FAMU College of Law Dean Search Committee:

I am pleased to submit this letter and be given the opportunity to convey the reasons that I am interested in this opportunity to serve as the next Dean of FAMU College of Law (FAMU COL). All Historically Black Colleges and Universities (HBCU's) share in a unique history of being created out of an unwillingness of this country to meet its obligation to treat all of her citizens equally. Initially by law, and then, by intentional neglect, HBCU's have been forced to produce quality graduates with less than adequate provision to do so. However, in spite of these obstacles, HBCU's have excelled in training many of the leading technological, artistic and moral agents of change in this country's history. It is this history, that drives my desire to continue to be a leader in the ongoing success that has created this legacy of excellence that permeates HBCU culture.

Developing and implementing a vision cannot be the responsibility of a single person, but all of an organization's stakeholders. I believe that when leaders are consultative, collaborative and empowering, the organization's culture will exhibit these same traits. In a university, this means that faculty, staff, students and all other stakeholders feel that their ideas are valued, their opinions sought after, and their creative talents are allowed expression. In a community of academicians and scholars, genuine respect for intellectual ideas and different opinions is the standard. Shared governance is not only desirable but also good business. It is the role of a dean to work in collaboration with administrators, faculty, staff, students, and all other stakeholders to develop and bring about the realization of the school's vision.

My goal will be to implement this philosophy of leadership. Leadership that I hope will value and provide a pathway to increased faculty, staff, student and alumni input and collaboration; outside stakeholder input and participation; and enthusiastic support of FAMU COL's mission. This philosophy of leadership rest on the belief that consultation, collaboration, and empowerment, are the successful elements of effective governance. Leaders set the direction and tone of any organization. I believe that great organizations result from the ability of those who lead, to translate personal traits of discipline, organization, and collaboration into the daily

operations of the organizations they lead. This leadership style allows those who work in the organization, to both see, and engage in the same behaviors.

A law school's prowess is tied directly to its faculty. It is important that the FAMU COL faculty receive the support to become further renown in each of their adopted areas of expertise. They should have the opportunity to express their ideas, enhance their teaching and produce their scholarship. Additionally, there must be a fair process of evaluation of all faculty that determines committee assignments, class scheduling and courses taught. An inspired, productive and engaged faculty is not an option for a law school. In today's competitive environment, a law school faculty must be given the support to create in the classroom a vibrant, informed and caring teaching environment. A teaching environment where teaching and learning can occur.

While working at General Motors (GM), I was quickly trained to understand that GM was in the business to sell quality cars that would result in outstanding customer satisfaction. If the company failed to accomplish this mission; the company would not survive. But every department was necessary to visualize, build and bring to market a quality car that could accomplish the mission. Once employees understood this, no department saw itself as more important than any other. It took a team to get the job done. I believe that my corporate training in strategic planning, labor relations, and team building can assist FAMU COL to develop a greater team spirit.

FAMU COL has one primary customer: the FAMU COL student. It is important to instill in everyone at FAMU COL, that like any business, the primary objective must be to provide outstanding customer service. Focusing on outstanding customer service will lead to the best advocates for FAMU COL: satisfied students. There must be an emphasis on a comprehensive FAMU COL team approach to the legal educational process that values a "student first" approach. This "student first" approach begins from the moment of an individual's recruitment and continues through their days as successful alumni. Through the elimination of departmental silos and any artificial barriers between team members, customer satisfaction can flourish. We can only "thrive or fail together."

In my current position as Vice Chancellor for Academic and Student Affairs, at Southern University Law Center, I was required to merge several distinct departments into one cohesive division. After the merger, one of my goals was to implement an employee cross-training process. The purpose of this cross-training process was to develop a staff capable of servicing students at all times. The desired result of the cross-training was that students would always have a competent staff member available to assist them with their needs. Whether any staff member is on vacation, sick, or needs a day off, each function of the daily operations of the offices in the Academic and Student Affairs Division can continue to properly function.

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Additionally, weekly staff meetings were also implemented to build comradery, coherence, and collaboration between office staff members.

A dean must have the ability to raise funds, and rally individuals to financially support a common cause. I am the founder of a non-profit religious organization that has grown in membership from only four to over two hundred members today. It currently owns, free of any encumbrances, more than 1.5 million dollars of insurable property, operates debt free and has raised 2.6 million dollars in the past ten years. I am confident that I can cast a vision and rally financial support for a worthy cause. FAMU COL has and can further develop a more comprehensive vision and defined mission worthy of continued broad financial support from those who desire to see the mission succeed. Targeted community outreach, networking with concerned alumni and establishing partnerships with interested corporate and government entities will be a vital key to bring focus to this cause.

FAMU COL while communicating its overarching mission of access and opportunity, must clearly articulate that this mission in no way compromises the integrity of its program of legal education. The theme must be clear that FAMU COL is a cutting-edge law school that motivates in individuals the ability to tap into the component missed by many legal academicians: the human dream of success. Some students may lack the necessary nexus between in-class legal teaching pedagogy and study habits, personal responsibility, or just pure grit. However, it will be constantly reinforced and messaged that FAMU COL recognizes, respects and values these students. But this nexus will be developed through the FAMU COL team's dynamic, balanced, caring and sustained approach to legal education. FAMU COL must be able to articulate, through statistical data and real-life examples that once admitted, any student can pass the bar on the first time and become a successful attorney.

In conclusion, I believe that my curriculum vitae charts my background, educational achievements, a broad range of administrative experiences, and university service, which uniquely qualify me to assume the position of dean of the FAMU COL. With an emphasis, on transparency, personal responsibility, and collaborative teamwork, I am confident that I can serve the law school and wider university community. The mark I hope to make is helping to increase FAMU COL's stakeholder engagement, academic excellence, and worldwide community respect.

Sincerely,

Roederick C. White, Sr.

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Curriculum Vitae (Abridged)
March 2019

Roederick C. White, Sr., M.B.A., J.D..

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Baton Rouge, LA 70816

EDUCATIONAL BACKGROUND

Juris Doctorate
Wayne State University Law School

Rank: 37/209
GPA 3.38/4.00 cum laude

Master of Business Administration
Graduate School of Business
Wayne State University

GPA 3.72/4.00 magna cum laude

Bachelor of Science (Management)
Southern University A & M College

Rank: 1/330 Chief Student Marshall
GPA 3.79/4.00 magna cum laude

SPECIAL TRAINING AND CERTIFICATIONS

Strategic Business Management Certificate

General Motors Corporation
General Motors Executive Development Program
The Wharton School
University of Pennsylvania

Certified Joint Activities Supervisor
Certified Joint Training Supervisor

UAW-GM Human Resources Center

Certified Salaried Employee Supervisor
Certified EEOC Coordinator
Certified College Recruiter
Certified Labor Relations Negotiator

General Motors Personnel Administration

Certified Title IX Investigator

Academic Impressions (AI)

Industrial Hygienist Certification

University of Cincinnati
School of Medicine

Academic Leadership Academy

Penn State University

ADMINISTRATIVE AND LEGAL EXPERIENCE

Southern University Law Center

August 2016-Present

Vice Chancellor for Academic and Student Affairs

Responsible for the overall management of academic and student affairs areas of the Law Center; work with Chancellor to develop class schedules for day and evening divisions, draft academic calendar, advise and consult with students on degree requirements and other academic matters; provide oversight and leadership for academic support, legal writing, experiential learning, recruitment, admissions, registration and records functions of the Law Center; manage all student organizations and serve as the faculty advisor of the Student Bar Association; provide resolution of student grievances and complaints that originate under the Code of Student Conduct; investigate and process for adjudication alleged violations of the Code of Student Conduct.

July 2013-July 2016

Vice Chancellor for Student Affairs

Responsible for the overall management of the student affairs area of the Law Center; provide oversight and leadership for the recruitment, admissions, registration and records functions of the Law Center; manage all student organizations and serve as the faculty advisor of the Student Bar Association; provide resolution of student grievances and complaints that originate under the Code of Student Conduct; investigate and process for adjudication alleged violations of the Code of Student Conduct.

August 2003-June 2013

Associate Vice Chancellor for Student Affairs

Responsible for the overall management of the student affairs area of the Law Center; provide resolution of student grievances and complaints that originate under the Code of Student Conduct; investigate and process for adjudication alleged violations of the Code of Student Conduct. Manage all student organizations and serve as the faculty advisor of the Student Bar Association.

July 2002 - January 2003

Interim Vice Chancellor

Responsible to the Interim Chancellor as the sole Vice Chancellor for the coordination and administration of all Law Center functions; course scheduling and faculty assignment to courses; student discipline and grievances; intermediary for faculty complaints; assist Interim Chancellor in completing response to ABA Site Evaluation Report.

Dykema Gossett

Detroit, Michigan

April 1993-August 1993

Associate Attorney

Practice in labor and employment litigation (firm major client: General Motors); write legal memorandums; draft, file and argue motions and other pleadings in court; review witness statements; attend depositions.

ADMINISTRATIVE AND LEGAL EXPERIENCE (cont.)

General Motors Corporation

September 1992-March 1993

Corporate Staff/Labor Relations Negotiator

Responsible for review of labor agreements; review of local grievance complaints and requests for assistance; discussions with national union labor leaders concerning contract issues; arbitration disputes.

March 1991- August 1992

Divisional Personnel Director Staff Assistant/Supervisor Executive Administration

Cadillac Division headquarters; Staff assistant in Cadillac Division Personnel Director's Office (top personnel manager in the Cadillac Motor Car Division); assist in management of the General Motors Executive Development Program; assist in the recruitment of college students; management of the high school STEM outreach program.

July 1990-February 1991

Personnel Director Staff Assistant/Supervisor Employment Recruiting

Direct report to Personnel Director (top personnel manager in the assembly plant); worked as recruiter of college students for all plant departments; plant operations; finance and accounting; marketing and engineering.

August 1988-June 1990

Personnel Director Staff Assistant/Supervisor Salaried Employment

Direct report to Personnel Director; manage salaried employment department; responsible for handling employee benefits, training, EEO complaints, organizational development (OD) and other employment related functions; assist Personnel Director with salaried employee complaints.

August 1987-July 1988

Personnel Director Staff Assistant/Supervisor Labor Relations

Direct report to Personnel Director; investigating, negotiating and settling employee grievances in accordance with the GM-UAW National and local plant contract; participating in negotiations of labor contract with local union; management of jobs bank layoff avoidance program.

August 1986-July 1987

Personnel Director Staff Assistant/Supervisor Health and Safety

Direct report to Personnel Director; manage health and safety functions, including floor inspections and industrial hygiene compliance; developed a system to track hazardous materials brought into plant by department and area.

August 1985-July 1986

Salaried-Employee-In-Training (SEIT)

Hired from Southern University into the program for the development of bonus level executive managers at General Motors; responsible directly to Personnel Director of newly built \$600 million automotive plant that employed more than 4,000 salaried and union employees; prepare annual department budget; provide monthly forecasts of expenses to budget; responsible for internal audit control review processes; progressive management responsibilities and assignments over next seven years.

LAW RELATED TEACHING

Southern University Law Center

Professor of Law

August 2005 - Present

Associate Professor of Law

August 1999 - July 2005

Assistant Professor of Law

August 1993 - July 1999

COURSES OF INSTRUCTION

Contracts; Obligations; Equity; Legal Ethics; Conflict of Laws; Corporations

PUBLICATIONS

Regulating Debt Collection, 36 Rev. Banking & Fin. L. 869 2016-2017, (with Chris Odinet)

How The Wheels Come Off: The Inevitable Crash of Irreconcilable Jurisprudence: Laws Based on Orthodox Judeo-Christian Theology in a Pluralistic Society; 37.1 S.U.L. Rev. (Fall 2009) Southern University Law Review

The Matrix Phenomenon: The Belief that the Lawyer Disciplinary System is Designed to Give Lawyers Another Chance. Revisiting Penological Theory: 32 S.U.L. Rev. 1 (Fall 2004) Southern University Law Review

The Typical Cost Reimbursement Lawyer Employment Contract: A Conflict of Interest in General, A Prohibited Transaction Specifically and How to Protect the Rights of Clients; 30 S.U.L. Rev. 33 (Fall 2002) Southern University Law Review

Lawyer Fee Sharing Agreements 25 S.U.L. Rev. 227 (Spring 1998) Southern University Law Review

What Right to Privacy? The Risk to the Voluntary Mental Health Patient as a Result of Louisiana's Current Forcible Medication Statute 24 S.U.L. Rev. 1 (Fall 1996) Southern University Law Review

Constitutional Ethics: Lawyer Solicitation of Clients Recent Development 23 S.U.L. Rev. 307 (Spring 1996) Southern University Law Review

Constitutional Ethics: Lawyer Solicitation of Clients 22 S.U.L. Rev. 275 (Spring 1995) Southern University Law Review

SELECTED CITATIONS TO PUBLICATIONS

Sup. Ct. Rules, Rule 7, 8 LSA-R.S. West's Louisiana Statutes Annotated, Louisiana Revised Statutes, Rules of Supreme Court of Louisiana Part A. Practice and Procedure Rule VII. Briefs

Sup. Ct. Rules, Rule 17, 8 LSA-R.S. West's Louisiana Statutes Annotated, Louisiana Revised Statutes, Rules of Supreme Court of Louisiana Part B. Administrative Rules Rule XVII.

Admission to the Bar of The State of Louisiana *Sup. Ct. Rules, Rule 19, Lawyer Disciplinary Enforcement Rules* West's Louisiana Statutes Annotated,

Louisiana Revised Statutes, Rules of Supreme Court of Louisiana Part B. Administrative Rules Rule XIX. Rules for Lawyer Disciplinary Enforcement

LSA-Const. Art. 1, § 7 West's Louisiana Statutes Annotated Constitution of the State of Louisiana of 1974 Article I. Declaration of Rights § 7. Freedom of Expression

State Bar Articles of Incorporation, Art. 16, Rules of Prof. Conduct, Rule 1.5, LSA-R.S. 37:221 West's Louisiana Statutes Annotated Louisiana Revised Statutes Title 37. Professions and Occupations Chapter 4—Appendix Articles of Incorporation of the Louisiana State Bar Association Article XVI. Rules of Professional Conduct Client-Lawyer Relationship Rule 1.5. Fees

1 Am. Jur. Trials 1, INTERVIEWING THE CLIENT

1 Am. Jur. Trials 93, SETTING THE FEE

31 Am. Jur. Trials 633, DEFENDING LAWYERS IN DISCIPLINARY PROCEEDINGS

*46 Am. Jur. Proof of Facts 2d 1, REASONABLENESS OF CONTINGENT FEE
IN PERSONAL INJURY ACTION*

69 Am. Jur. Trials 411, ETHICS IN ADVERSARIAL PRACTICE

Abeyta v. HCA Health Services, 2012 WL5266321, Tenn.Ct.App.

Harvey L. Fiser, J.D., Paula K. Garrett, Ph.D., *Life Begins at Ejaculation: Legislating Sperm As the Potential to Create Life and the Effects on Contracts for Artificial Insemination*, 21 Am. U. J. Gender Soc. Policy & L. 39, 39 (2012)

Religion Clause: Recent Articles and Books of Interest; Howard Friedman, July 19, 2010,
<http://religionclause.blogspot.com/2010/07/recent-articles-and-books-of-interest.html>

SELECTED CITATIONS TO PUBLICATIONS (cont.)

Alliance Defense Fund; Alliance Alert; June 2, 2010, <http://www.alliancealert.org/2010/06/02/law-review-the-inevitable-crash-of-irreconcilable-jurisprudence-laws-based-on-orthodox-judeo-christian-theology-in-a-pluralistic-society/>

Is The Appearance of Impropriety An Appropriate Standard For Disciplining Judges in the Twenty-First Century? Nancy Moore, 41 LYUCHILJ 285 (2010) Loyola University Chicago Law Journal

Teaching legal ideals through jurisprudence, Seow Hon Tan, The Law Teacher, The International Journal of Legal Education Vol. 43, Issue 1: March 2009 pages 14-36.

Embracing The Principle of Growth: A Call for the Expansion of the Doctrine of Fortuitous Event in Louisiana Law, Jonathan Riley, 35 S.L.U. Rev. 413 (2008) Southern University Law Review

Should Permanent Disbarment Be Permanent, Brian Finkelstein, 20 GEOJLE 587 (2007), Georgetown Journal of Legal Ethics

The Academic Equivalence of Science and Law: Normative Legal Scholarship in the Quantitative Domain of Social Science, David Monsma, 23 T.M. Cooley L.Rev. 157 (2006)

The Professionalism of Lawyering, Judge Mark D. Plaisance, Continuing Legal Education Seminar, Baton Rouge Bar Association, Dec. 17, 2004 at pages 7-8

Discovery of Information and Documents from a Litigant's Former Employees: Synergy and Synthesis of Civil Rules, Ethical Standards, Privilege Doctrines, and Common Law Principles, Susan J. Becker, 81 Neb. L. Rev. 868 (2003)

Protecting Our Mentally Ill: A Critique of The Role of Indiana State Courts in Protecting Involuntarily Committed Mental Patients' Right to Refuse Medication Michael Leonard Goff, Jr., 76 Ind. L.J. 983 (2001)

Waging A War On Drugs: Administering a Lethal Dose to Kendra's Law Jennifer Gutterman, 68 Fordham L. Rev. 2401 (2000)

Accountant Advertising and Solicitation: Regulating The Use of the CPA Designation Randall Hansen, Jack Baker, 14 Midwest L. Rev. 19, 25 (1996)

Constitutional Law-Supreme Court Upholds Thirty-Day Moratorium on Lawyers' Direct Mail Solicitation of Accident Victims. Florida Bar v. Went for It inc., 115 S.Ct. 237 (1995). Mark W. Hodge 19 U.Ark. Little Rock L.J. 131 (1996)

Compilation Recent Law Review Articles Concerning the Legal Profession C. Mark Bain 20 J. Legal Prof. 401 (1995-1996)

Legal Profession Takes a Positive Step, 43 La. B.J. 443 (Feb.1996) President's Message

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SELECTED CITATIONS TO PUBLICATIONS (cont.)

Army Lawyer Current Material of Interest:

46 Army Lawyer August 1996

81 Army Lawyer May 1999

E. Pucket, *University of Georgia School of Law, Bibliography of Law Review Articles On Disability*

Law: http://www.lawsch.uga.edu/cgi-bin/faculty/new_disdb/dynddb.pl#18 (updated continuously)

LAW SCHOOL SERVICE

Chairman , Faculty Appointment, Retention Promotion and Tenure Committee, SULC	January 2008-July 2016
Chairman , Budget, Planning and Master Policy Ad Hoc Committee	February 2013 - present
Chairman , Curriculum Committee	August 2006-2008
Chairman , Student Affairs Committee	August 1993 - present
Chairman , Endowed Professorship Selection Committee	January 2005-July 2016
Chairman , Special Committee to Study Law Center Governance	April 2001 – December 2002
Chairman , Editorial Committee ABA Self Study	1999 - 2002
Member , Faculty Advisory and Planning Committee	1995 - 96; 1998 - Present
Member , Southern University System Wide Planning and Assessment Council	1998 - 2003
Member , Southern University System Wide Council of Faculty Advisors	Sept. 2000 – December 2002
Member , Lecture Series Committee	1993 - 95; 2000 - 2006
Member , Code of Conduct Appeal Committee	1994 – 2002
Member , Teaching Excellence Committee	2009-present
Student Bar Association Faculty Advisor	1993–present
Christians at Law Faculty Advisor	1993–present

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SELECTED LEGAL AND COMMUNITY SERVICE

Louisiana State Law Institute Governing Council Member Virtual Law Committee Member Single Business Enterprise Committee Member Corporations Committee Member	1999-present
Member , Special Task Force: City of New Orleans Study of Proposed Office of Inspector General	2006-2008
Panel Member , Preventing Lawyer Misconduct Conference Louisiana Supreme Court	September 1998
Member , Lawyer Advertising Committee Louisiana State Bar Association	1995 -1996
Director , Free Neighborhood Legal Clinic Jesus Christ Is Lord Ministries	May 2003 - present
Consultant , Homeless Micro-Enterprise Program Catholic Community Services Department of Social Responsibility	2001-2002
Board Member , City of Baton Rouge Citizens Advisory Council For Community Development	1998-2001
Board Member , Chairman Housing Committee Caleb Community Development Corporation	1997-2000

SELECTED AWARDS

SULC Charles Hatfield Endowed Professor of Law 2012-present

Outstanding SU System Faculty Award: 2011

SULC SBA Teacher of the Year: 2015, 2011, 2010, 2007, 2000

SULC SBA Most Popular Professor: 1998, 1997, 1996, 1995, 1993

Who's Who Among American Law Students: 1990
Wayne State University Law School

Silver Key Award: 1989
Wayne State University Law School

PROFESSIONAL AFFILIATIONS

American Bar Association
Michigan Bar Association
U. S. 5th Circuit Court of Appeals
Beta Gamma Sigma National Honor Society of Business
National Honor Society of Secondary Schools