



Signage available for offices, departments

As NSU enacts phased reopening and personnel return to campus, most buildings, meeting areas, offices and departments will need signage that provides information on hours of operation, health and safety policies and/or social distancing guidelines.

NSU's new graphic designer **Hollis Ervin** (ervinh@nsula.edu) is available to work with you and University Printing to create laminated signage that is visually appealing, professionally designed and consistent with Northwestern State's branding guidelines. The printshop can also produce a sign issued by the Louisiana Department of Health regarding actions to stop the spread of COVID-19.

Contact Hollis at to discuss your specific needs, including the message you want to convey, where the sign will be placed, measurements and other details.

He can also be reached at 6509.

Snowden named VP for Diversity, Inclusion

Dr. Michael Snowden has been selected vice president for Diversity and Inclusion at Northwestern State University.

Snowden's appointment was approved by the Board of Supervisors for the University of Louisiana System on June 25.

A veteran administrator and student advocate in higher education with over 20 years of professional experience, Snowden will have a leadership role in creating and coordinating programs and initiatives that will lead to intensified recruitment of African American employees in prominent positions on the faculty and staff and minority students to provide expanded participation and leadership in student government and other organizations and activities at the university.

Snowden is passionate about providing quality leadership in the inclusion space and he has been embraced by senior leadership at Northwestern State.

"This is an exciting time for change in this country," he said. "I want to remove visible and covert barriers to success, whether that is hosting events that show support for students, having the tough conversations about marginalization, privilege or bias and fostering support for faculty recruitment of underrepresented populations. One of the new terms that has been embraced by the inclusion community is belonging. I want the Center for Inclusion and Diversity to be



Dr. Michael Snowden

the leader in 'belonging.'"

"Northwestern State University established the position of vice president for Diversity and Inclusion as part of ongoing efforts to ensure fairness, inclusivity and equity in every aspect and endeavor of our university," said NSU President **Dr. Chris Maggio**. "Dr. Snowden joins NSU with vast experience in fostering an inclusive campus environment, advocating for equity among students, faculty and staff and opening pathways for discussion, learning and understanding among diverse student populations."

Northwestern State University does not discriminate on the basis of race, color, gender, religion, sexual orientation, national origin, disability, genetic information, age, pregnancy or parenting status, and veteran or retirement status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

The following have been designated to handle inquiries regarding non-discrimination policies (i.e., Title IX): Employees/Potential Employees - Veronica M. Biscoe, EEO Officer (318-357-6359) or Students - Frances Conine, Dean of Students (318-357-5286).

For Americans with Disabilities Act (ADA) concerns, contact the Disability Support and Tutoring Director, Catherine Fauchaux, at 318-357-4460.

*Inquiries regarding employment applications should call Business Affairs (318-357-5446).



STAY SAFE



AND ORDER YOUR NSU FACE MASK TODAY!



- Price: \$18.00
- All proceeds will benefit the NSU Alumni Association and the Corona Virus Emergency Relief Fund, available to assist students with immediate needs as a result of COVID-19.
- Expect a 2-3 week turn around time from date of purchase.
- Shipping is available. Masks will ship from Posey's Sports Center in Natchitoches.

poseys.chipply.com/nsualumnimasks2020

Due to popular demand, the NSU Alumni Association continues to sell Northwestern State University branded face masks for the foreseeable future! Stay safe and get your NSU face mask from Posey's Sports Center's web store at poseys.chipply.com/nsualumnimasks2020!

Johnny Antoon Memorial Golf Tournament July 25

The Johnny Antoon Memorial Golf Tournament, sponsored by the NSU Foundation, has been rescheduled for Saturday, July 25 at Northwestern Hills Golf Course. Proceeds will benefit the Johnny Antoon Scholarship, established to honor the Natchitoches businessman and long-time NSU supporter.

"For my Dad's 65th Birthday, a scholarship at Northwestern State University was set up in his name. We lost my sweet Dad on November 25, 2015. A few years ago, we began hosting a golf tournament to benefit his scholarship. Our hope is to keep his legacy alive for many years to come," said **Danielle Antoon Cobb**, associate director of Alumni Affairs.

The festivities will begin with a pre-party, set for 7 p.m. Friday, July 24 at Antoon's. Tickets are a minimum \$10 donation to the Antoon Scholarship.

Check-in for the tournament will begin at 8 a.m. Saturday with a shotgun start at 8:30 a.m. Mulligans can be purchased for \$10 at check-in. Prizes will be based on the number

of teams. There will be at least one gimmick hole, closest to the hole and longest drive prizes.

The golf entry fee is \$100, which provides one golfer with a cart, lunch and refreshments and one ticket to the pre-party. Tee signs can be purchased for \$50.

A golf sponsorship of \$400 includes a tee sign, entry for four golfers with cart, lunch and refreshments for four golfers and four tickets to the pre-party. Sponsorships must be received by July 17 to guarantee a golf cart.

In conjunction, the Antoon's Wild Women's Pokeno Brunch will take place at 10 a.m. at Antoon's.

Tickets are \$30 which includes brunch at Antoon's, bottomless mimosas and bloody marys, one ticket to the pre-party and pokeno.

For more information or for a registration form, contact **Erin Dupree**, assistant director of donor relations at (318) 357-5699 or brossette@nsula.edu.

Snowden ... Continued from Page 1

Snowden comes to NSU from McNeese State University where he served as chief diversity officer, ADA coordinator, Title IX coordinator and director of Office of Inclusive Excellence since 2011.

In that role, he was responsible for establishing a strategic plan of operation for cultivating a campus culture that embraces diversity, enables inclusion and provides equity to all campus constituents. At McNeese Snowden managed the development and implementation of the affirmative action plan, provided leadership of the university's equity and inclusion policies for employees with disabilities, anti-bullying, prohibition against retaliation, the Vets 100 report and other requirements related to Equal Employment Opportunity (EEO) policies.

At McNeese, Snowden also managed Title IX administration and compliance with federal and state regulations, served as a diversity trainer for the campus, investigated complaints of discrimination and provided counsel to the president and upper administration.

During his tenure he initiated a name change from Office of Equal Opportunity to Office of Inclusive Excellence and established equity and inclusion initiatives such as the Black Faculty Staff Council, Foundations Accounts for Black Faculty Staff Council Initiative, training partnership with DiversityEdu and Bias

Incident Report Mechanism. Snowden was a member of the 2019 University of Louisiana Management and Leadership Institute and the 2013 Leadership Southwest Louisiana Class.

Prior to joining the staff at McNeese, Snowden was director of Multicultural Affairs at Armstrong Atlantic State University (Georgia) from 1999-2011 where he promoted students' understanding of culture and heritage, educated the campus community on issues of diversity and multiculturalism and created avenues for students to gain understanding of their own culture and heritage. He also implemented the Minority Student Leadership Summit and programs for history focus months, including African American and Native American history.

Snowden served as educational coordinator at University of Minnesota Morris from 1997-99 and was a graduate assistant in the Office of Disability Services at the University of Southern Mississippi from 1994-97.

Snowden earned a Bachelor of Science degree in business administration with emphasis in human resources, a Master of Education in educational administration and leadership with an emphasis in higher education and a Doctor of Philosophy in education administration with an emphasis in higher education, all from the University of Southern Mississippi. His dissertation was titled "A Comparative Analysis:

African American Students' Perspectives on Collegial Experiences in Historically Black and Historically White Colleges and Universities in Mississippi."

Snowden is certified in numerous standards and practices related to diversity in higher education, ADA compliance, investigating faculty misconduct and Title IX.

Throughout his career he has been involved in service to universities by chairing and holding membership in advisory committees, task forces and review boards focused on retention of minority students, compliance for students with disabilities and promotion of multicultural affairs.

He holds membership in numerous professional organizations that provide resources for access, equity and diversity in higher education, has published articles on related topics and presented at conferences around the country, most recently at the past two UL System "For Our Future" Conferences.

Snowden is married to LaRona Johnson Snowden, is dad to three children Carolyn, Jason and Alan and has a dog, Beaux. In his spare time, he lifts weights and listens to audio books.

"I don't think this job is easy, but I welcome the challenge of being a transformational figure in the 'New Normal' of inclusion, equity and diversity," Snowden said. "In closing, Fork 'Em Demons.'"



NSU Corpse flower Mr. Stinky draws attention during rare bloom

The buzz surrounding Mr. Stinky is still going strong. Following the magnificent bloom of Northwestern State University's resident corpse flower, botanists, plant enthusiasts and the curious were still contacting biology faculty about the plant. **Dr. Michael Scanlan's** timelapse video of Stinky's flowering, which began June 19 and matured about 1:30 a.m. Saturday, June 26 was viewed and shared by thousands. By Tuesday, the giant purple bloom was gone.

The timelapse video can be viewed on the School of Biological and Physical Sciences' youtube channel at <https://www.youtube.com/watch?v=qAuC2hJSJHc> and the School's Facebook page at <https://www.facebook.com/NSULASciences/videos/909765379536096/UzpfSTE0MTA0MzIyNDE6MTAyMjQ0Njg4NTEzMzQ3MjY/>.

Professor **Millard Mangrum** has continued to field requests for interviews and information about the plant, whose scientific name is *amorphophallus titanum* or titan arum. The rare giant tropical plant is native to Sumatra, Indonesia, and only flowers every eight or 10 years. As it blooms, titan arum gives off a powerful foul odor politely described by Mangrum as "decaying proteins," hence the common name corpse plant. Mr. Stinky lived up to the species' reputation during its full bloom early Saturday morning.

Mangrum estimated that more than 500 people viewed the plant Friday but couldn't be sure of the number that came Saturday because so many returned throughout the day, often bringing friends.

Mangrum acquired the plant's corm, similar to a bulb, in 2012. After years of being carefully nurtured by him and colleagues Corbin Covher and John Byrd, the plant affectionately known as Mr. Stinky grew to an astonishing 10-foot height with a large leafy canopy.

Continued on Page 5

UL System offering program/development opportunities

Two programming opportunities sponsored by the University of Louisiana System are available to faculty this summer.

The first is the “Bridging The Divide Summer Series” which is a summer-long professional development series with four tracks. Courses begin every Monday and go through August 7. For more information on the series, and to learn more about the tracks, visit: <https://www.ulsystem.edu/bridging-the-divide-summer-series/>

The second opportunity is a reading group that will be led by members of the three cohorts of the UL System Management and Leadership Institute (M&LI) for the Universities of Louisiana. To

date, there have been three cohorts, each consisting of one to three individuals from each institution in the System. The Northwestern State M&LI graduates have been **Jamie Flanagan, Thomas Reynolds, Fran Lemoine, Scott Burrell, and Julie Powell**. Part of the charge to them, as newly developed leaders on NSU’s campus, is to bring their experiences to their colleagues and to continue the mission of professional/leadership development to Northwestern State.

The three cohorts of the M&LI program are leading a reading group that is open to all within the UL System. The reading group/book club will focus on literature that facilitates conversations centered on diversity and

inclusion. A different book will be selected quarterly and the M&LI participants will lead a virtual discussion on each book. NSU faculty and staff are encouraged to participate in this book club. Participation is free – all you need to do is purchase your own books. If interested, follow this link <https://www.ulsystem.edu/mli-book-club/> and complete the imbedded form.

The first book to be discussed will be “The Bluest Eye” by Toni Morrison. The virtual discussion of this book will take place on Thursday, July 9 from 5:30 p.m – 7:30 p.m. If you have any questions, please feel free to contact any of Northwestern’s graduates of the M&LI. We hope to see you all on July 9.

Mr. Stinky ... Continued from Page 4

This year, after dying back to the corm, Stinky developed a spike that indicated a bloom was imminent.

Mr. Stinky’s caregivers watched carefully as the spike grew 6-10 inches every day and expected the bloom late last week. Friday afternoon, it began unfurling its large single purple petal as a crowd gathered to witness the rare spectacle.

Mr. Stinky’s media exposure extended to the botany faculty at California State University-Stanislaus, where they are awaiting the imminent bloom of their own corm plant. One professor emailed Mangrum to inquire about collecting pollen from Mr. Stinky’s bloom.

“Our arum is going to open in a day or two and we were hoping to pollinate it with non-self pollen,” wrote Dr. Stuart Wooley, professor or botany at Stan State. “We’d be willing to send you some seeds, if we can get some successful

seed set. Your lily was the only one we could find that was even close to the right stage.”

On Tuesday, June 30, as Stinky was collapsing, Mangrum and Byrd attempted to collect some of the genetic material, without success.

“It’s too late and we can’t isolate any of the pollen,” Mangrum said.

As the flower dies down, a sprout will be exposed that may or may not grow immediately into a foliage stem, Mangrum explained. There is also a secondary sprout that appeared prior to Stinky’s bloom that faculty speculate might be grow into another bloom.

“The other sprout may form a flower. We have been offered pollen from Southern Cal if it is a flower. There may be some seeds, but you need pollen from another flower to do the job. If all goes according to plan the vegetative state will soon appear to replenish the corm with energy for it to continue. Thus the life of Arum,” Mangrum said.

Order your copy (or two) of NSU's cookbook 'In Good Taste' online

Northwestern State University First Lady **Jennifer Maggio** is introducing the second edition of "In Good Taste," the popular cookbook produced by the Campus Women's Organization in 1989.

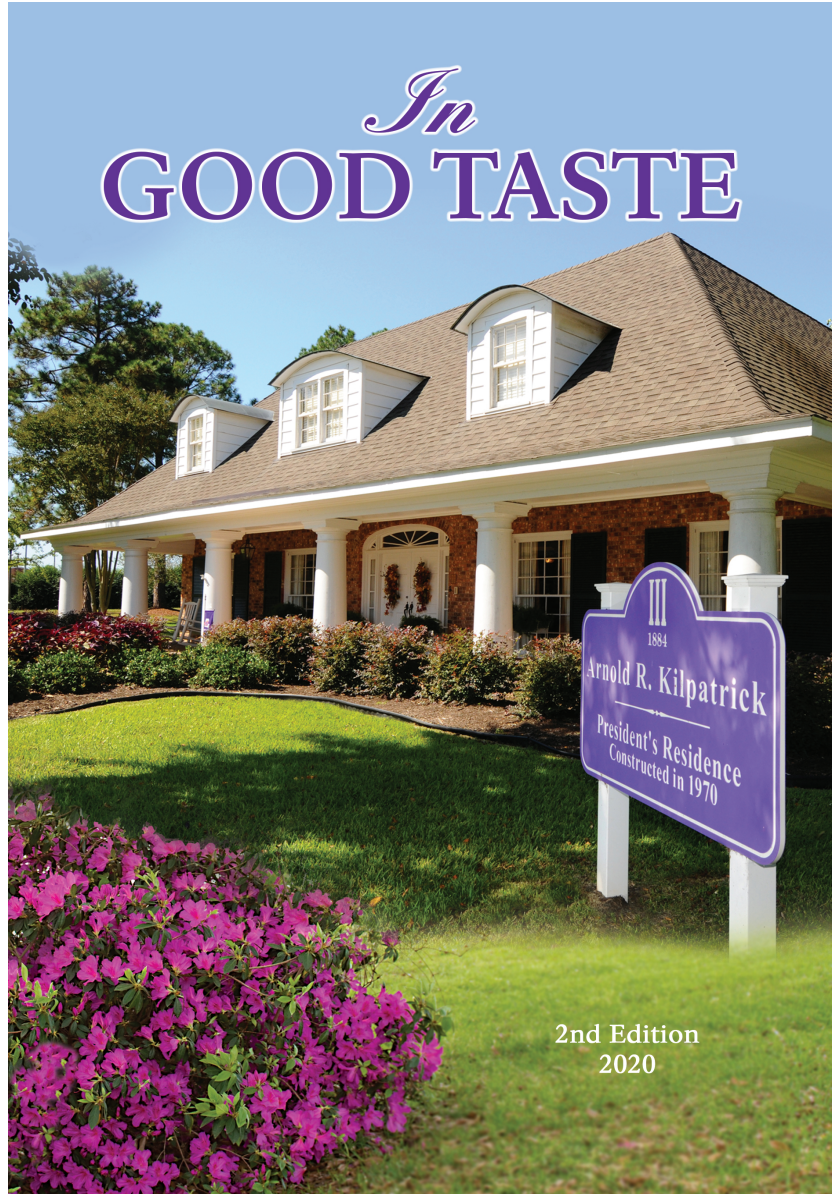
The 2020 edition of "In Good Taste," features an updated cover design by NSU's retiring Director of Publications Beth Mann and recipes from recent first ladies Brenda Webb, Tonia Henderson and

Maggio. NSU alumna Cheryl Gianforte designed the original cover and produced the drawings found within the cookbook.

"Thirty years ago, the NSU Campus Women's Club created the cookbook, 'In Good Taste.' This was the heartfelt labor of so many NSU faculty, staff and alumni. It is full of amazing recipes," Maggio said. "I received the cookbook as a wedding gift many years ago. You can see which recipes are my favorite by the food stains on the pages. We hope to continue the legacy of the Campus Women's Club with this second edition printing."

The cookbook is available for purchase online at <http://www.northwesternstatealumni.com/ingoodtaste/> at an introductory cost of \$25 with a \$3 shipping and handling fee.

Proceeds will support scholarships for NSU students and academic programs.



Counseling services available

To support faculty during the COVID-19 crisis, Counseling and Career Services free brief counseling services for faculty from 8 a.m.-3 p.m. Monday through Thursday and from 8 a.m.-noon Fridays through Aug. 15.

Sessions can be via WebEx, Zoom, FaceTime, or face-to-face 305 Student Union.

Contact **Rebecca Boone** at booner@nsula.edu or call 318) 357-5621.

Fun N Fitness cancelled

The Wellness, Recreation and Activities Center at Northwestern State University has cancelled the Fun N Fitness Camp for summer 2020.

"Public policy and threat of COVID-19 have made hosting the camp not possible this summer," said **Patric DuBois**, WRAC director.

DuBois said organizers plan for the camp to return next summer. Dates will be July 5-9, July 12-16 and July 19-23, 2021.