

Dr. Lonnie McCray

Education

- PhD Higher Education Administration minor in American Literature. University of North Texas August 2011
Dissertation: *An essential academic program: A case study of the general studies program at Louisiana State University in Shreveport*
Committee: Dr. V. Barbara Bush, chair; Dr. Kathleen Whitson and Dr. Jacqueline Foertsch
- MA American Literature. Louisiana Tech University, 1999
- BGS Humanities. Louisiana State University in Shreveport, 1996

Additional Studies

- 2002- 2004 M.Ed. Courses at Louisiana State University in Shreveport: Theories of Learning, Educational Administration; Educational Research; Philosophy of Education; School Law; Principles of Guidance and Counseling

Employment

8/24 – 7/25

Southern University at Shreveport

Associate Professor of English (8/19) and

Department Chair Humanities (8/24)

Division of Arts, Humanities, Social Sciences, and Education

Principal Duties and Responsibilities

Faculty:

- Teach courses in English according to the University's workload policy.
- Develop syllabi that clearly outline the course requirements, rationale, goals, and objectives. Submit digital copies of syllabi to the Department Chair.
- Select textbooks and other resource materials for courses.
- Prepare class sessions and assignments to help students grasp course content and how it integrates with overall student learning outcomes for the course.
- Create a learning environment that encourages student involvement and participation.
- Document students' attendance, participation, and academic progress by giving and grading assignments, projects, quizzes, and examinations that lead to a final grade.
- Submit grades and other University required reports by the assigned dates.
- Maintain posted office hours and participate in University sponsored events.
- Participate in and contribute to curriculum development by planning, developing, and evaluating new and existing courses.
- Function as an academic advisor, counseling students about courses, academic sequence, and program selections.
- Participate in faculty meetings.
- Continue professional development and growth.
- Participate in the development and implementation of academic policies, guiding principles, objectives, and functions in accordance with the mission of the University.

Academic Leadership:

- Supervise the instructional programs.
- Promote an effective program of instruction with experimentation, effective teaching, and scholarly productivity.

- Coordinate the goals, contents, and instructional program for each course offered in the department.
- Assume responsibility for the improvement of instruction, program development, and promotion of research and service activities.
- Promote effective advisement for majors in the department.
- Promote an effective faculty and student recruitment program.
- Investigate the use of relevant outside resources to support the educational program.
- Prepare the departmental schedule of course offerings with the assistance of members of the department and forward to the divisional Dean.

Management:

- Evaluate faculty members of the department.
- Assure that faculty members meet classes in accordance with the approved schedule.
- Assist the Vice Chancellor for Academic Affairs and Workforce Development and the Registrar in obtaining final grades for students and candidates for graduation.
- Recommend to the Vice Chancellor for Academic and Workforce, through the Division Dean, faculty members for promotions, merit raises, and retention.
- Provide designated conferences with respective Chairpersons, Vice Chancellor, faculty members, and students.
- Inform the Division Dean and/or Vice Chancellor of departmental developments.
- Involve and inform the faculty in the development and administration of the departmental program in regular faculty meetings.
- Assist in the preparation of departmental budgets and administer the departmental budget.
- Prepare recommendations on library acquisitions.
- Assist in the job placement of graduates.
- Assist in the orientation of new faculty members.

7/22 – 7/24

Southern University at Shreveport

Interim Vice Chancellor of Academic Affairs and Workforce Development

Principal Duties and Responsibilities

Academic Leadership:

- Provided instructional leadership in collaboration with the Chancellor, faculty, administrators, and staff.
- Worked collaboratively with administrative team and faculty to identify emerging opportunities relative to new programs, innovative teaching strategies, technology-driven curriculum, distance learning, professional development, and continuous improvement of existing programs and services to increase student opportunities.
- Initiated, participated, and supervised academic planning, program review, student learning outcomes and assessments, and overall instructional effectiveness.
- Collaborated with Student Affairs and Enrollment Management, leading to the integration of instruction and student services into a seamless, coordinated effort to serve students.
- Maintained liaison as chief academic with other campuses within the SU System, and other external agencies, such as the Louisiana Board of Regents, the LCTCS System, and the University of Louisiana System.
- Provided leadership relative to the recruitment and selection process and recommendations of new faculty, the continuing contract process, faculty development, and evaluation.
- Responsible for preparation and distribution of the university catalog,

faculty handbook, schedule of courses, and other related documents.

Management:

- Supervised personnel reporting directly to the Vice-Chancellor's position, such as the Associate Vice-Chancellors, Deans, and Faculty Senate.
- Evaluated administrators reporting to the Vice-Chancellor's position; reviewed and recommended action on applications for faculty and staff promotion and tenure; reviewed and recommended merit, market, and equity salary adjustments for academic administrators, faculty, and staff.
- Supervised the budget preparation of the academic and academic-related programs for submission to the Chancellor's budget committee; allocated and re-allocated funds and resources as appropriate.
- Prepared annual reports and updates; prepared reports on items of concern to the institution in the area of instruction.
- Maintained professional visibility on campus, in the community, and in state and national organizations.

Community and Workforce Development:

- Worked closely with businesses and employers to ensure that programs meet the current and future workforce needs of the community.
- Led the development of new partnerships with business and government.
- Provided leadership for enhancing the visibility, enrollment, and resources for the non-credit division.
- Provided leadership in developing, implementing, and maintaining course curricula and training programs that respond to community needs and prepare students for workforce success.
- Increased the partnership between Academic Affairs and Workforce to create and maintain pathways between non-credit and credit instruction.
- Managed and developed staff to advance the division's vision and mission.

1/17 – 8/24

Southern University at Shreveport

Dean and Associate Professor of English

Arts, Humanities, Social Sciences, and Education

Principal Duties and Responsibilities

Academic Leadership:

- Provided leadership for the development and implementation of programs, initiatives, and projects in the Arts, Humanities, Social Sciences, and Education.
- Collaborated with faculty to review curricula, learning outcomes, ongoing assessment results, and current research as a basis for improving instructional offerings and outcomes.
- Coordinated curricula, program development, academic policy, and program and degree requirement changes within the Division.
- Managed and coordinated scheduling and academic offerings in collaboration with other academic deans.
- Collaborated with the other academic deans to provide leadership in the General Studies programs.
- Provided direction that assists divisional faculty and staff in meeting the stated expectations and responsibilities of governing contracts.
- Supported the professional development of divisional faculty and sought resources to promote effective teaching and learning.

Management:

- Provided leadership and oversight that resulted in enhancing institutional effectiveness, particularly within the Academic Affairs division.
- Collaborated with divisional department chairs to hire and orient new

full and part-time faculty.

- Reviewed divisional teaching assignments and schedules to ensure workload compliance.
- Oversaw the divisional faculty evaluation process, reviewed faculty evaluations, and evaluated department chairs.
- Reviewed and evaluated sabbatical leave, tenure, and promotion applications for divisional faculty.
- Conducted on-going divisional meetings with department chairs to strengthen communication, collaboration, and program effectiveness.
- Coordinate with department chairs to establish divisional priorities that supported SUSLA's current Strategic Plan and reviewed and monitored departmental budgets.
- Chaired or participated in various academic affairs and college-wide committees, as appropriate.
- Contributed to the development and management of externally funded grant projects related to the academic Division.
- Assisted the Vice Chancellor for Academic Affairs with the administration of the Division of Academic Affairs and performed related duties as assigned.

1/12 – 12/16

Southern University at Shreveport

Assistant Professor of English (1/12) and

Chair of English and Foreign Languages (1/13)

Principal Duties and Responsibilities

Academic Leadership:

- Supervised the instructional programs.
- Promoted an effective program of instruction with experimentation, effective teaching, and scholarly productivity.
- Coordinated the goals, contents, and instructional program for each course offered in the department.
- Assumed responsibility for the improvement of instruction, program development and promotion of research and service activities.
- Promoted effective advisement for majors in the department.
- Promoted effective program of faculty and student recruitment.
- Investigated the use of relevant outside resources for the support of the educational program.
- Prepared the departmental schedule of course offerings with the assistance of members of the department and forwarded to the divisional chairperson.

Management:

- Evaluated faculty members of the department.
- Assured that classes were met by faculty members in accordance with the approved schedule.
- Assisted the Vice Chancellor for Academic Affairs and the Registrar in obtaining final grades for students and candidates for graduation.
- Recommended to the Vice Chancellor for Academic and Student Affairs, through the Division Chairperson, faculty members for promotions, merit raises, and retention.
- Provided designated conferences with respective Chairpersons, Vice Chancellor, faculty members, and students.
- Informed the Division Chairperson and/or Vice Chancellor of departmental developments.
- Involved and informed the faculty in the development and administration of the departmental program in regular faculty meetings.
- Assisted in the preparation of departmental budgets and administered the departmental budget.
- Prepared recommendations on library acquisitions.

- Assisted in the job placement of graduates.
- Assisted in the orientation of new faculty members.

10/10- 12/13

University of Phoenix

Associate Faculty, College of Humanities

Principal Duties and Responsibilities:

- Taught First Year Sequence courses in English and Humanities.
- Participated in Content Area Meetings.
- Participated in workshops and workshop training.

8/00 – 1/12

Louisiana State University in Shreveport

Instructor of English, Director of General Studies (8/01-1/12)

Principal Duties and Responsibilities:

Faculty

- Taught English courses as a part of departmental faculty.
- Developed syllabi that clearly outlined the course requirements, rationale, goals, and objectives.
- Submitted copies of syllabi to the Department Chair.
- Selected textbooks and other resource materials for the class.
- Prepared class sessions and assignments to help students grasp course content and how it integrated with overall student learning outcomes for the course.
- Created a learning environment that encouraged student involvement and participation.
- Documented students' attendance, participation, and academic progress by giving and grading assignments, projects, quizzes, and examinations that led to a final grade.
- Submitted grades and other University required reports by the assigned dates.
- Maintained posted office hours and participated in University sponsored events.
- Participated in faculty meetings.

General Studies Director

- Served as an academic advisor, counseling students about courses, academic sequence, and program selections.
- Created and submitted all graduation documents for students in the program.
- Served as Chair of the General Studies Advisory Committee.
- Developed the strategic plan for the unit.
- Participated in and contributed to curriculum development by planning, developing, and evaluating new and existing General Studies Senior Seminar courses.
- Supervised student workers.

1/99 - 8/00

Louisiana State University in Shreveport

Financial Aid Counselor

Principal Duties and Responsibilities:

- Analyzed and evaluated financial aid eligibility for students, including performing verification, determining and offering appropriate awards, resolving discrepancies, completing Return of Title IV calculations, and adjudicating appeals.
- Determined documents needed to confirm student participation, complete verification, and/or resolve conflicting information, working closely with students, parents, and faculty as needed to collect appropriate documentation.
- Provided helpful, appropriate, and accurate information about available financial aid opportunities, eligibility requirements, the application process, costs, indebtedness, campus resources, and money management/planning by counseling with prospective and continuing

students and parents via phone, email, and in person.

- Reviewed and adjudicated appeals for academic progress and professional judgment decisions. Used critical thinking and thorough knowledge of federal regulations and institutional policies in order to handle and resolve complex circumstances and issues, while supporting student needs and institutional goals and initiatives.
- Met all deadlines as defined by federal and institutional requirements.
- Participated in all meetings and committees as assigned.

9/97 - 5/98

Louisiana Tech University

Teaching Assistant and Graduate Assistant

Principal Duties and Responsibilities:

- Taught Developmental English class ranging from 20 to 25 students.
- Provided tutorial services for English students, computer lab assistant.

7/95 - 9/97

Isle of Capri Casino

7/98 - 12/98

Senior Cashier

Principal Duties and Responsibilities:

- Operated main banks ranging from \$400,000 to \$2,000,000.
- Supervised cashiers.
- Operated main vault in excess of \$20,000,000.
- Made daily deposits and daily exchanges; familiarity with Title 31 requirements.

8/91 - 8/92

Kroger Co.

5/93 - 4/96

Customer Service/Office Clerk

Principal Duties and Responsibilities:

- Operated main customer service area.
- Completed employee payroll.
- Supervised cashiers and courtesy clerks.
- Completed opening and closing procedures of the store.
- Documented daily and weekly sales activity of the store.

1/93 - 5/95

Louisiana State University in Shreveport

Ambassador

Principal Duties and Responsibilities:

- Participated in student recruitment.
- Gained knowledge of admissions and records policies.
- Completed filing and microfilming procedures.

Primary Courses Taught (face-to-face and online)

Developmental Composition (F2F)(O)

Freshman Composition I (F2F)(O)

Freshman Composition II (F2F)(O)

Introduction to Fiction (F2F)

Introduction to Literature (O)

Advanced Composition (F2F)(O)

Writing in the Humanities(F2F)(O)

General Studies Senior Seminar (F2F)

American Literature (F2F)(O)

Administrative Experience

8/24 – present Department Chair Humanities

7/01 – 8/24 Interim Vice Chancellor of Academic Affairs and Workforce
Development. Southern University Shreveport.

1/17 – 8/24 Dean of Arts, Humanities, Social Sciences, and Education. Southern
University Shreveport.

1/13 – 12/16 Chair of English and Foreign Languages. Southern University Shreveport.

8/01 – 1/12 Director. General Studies Program. Louisiana State University in Shreveport.

Presentations

McCray, L., Waller, W., Wilson, H., Hart, A., & Brock, M. (2021, 17-18, June). *The Evolving developmental education experience at an HBCU: English, math, and student success* [presentation]. National Organization for Student Success, 45th Annual Virtual Conference. <https://thenoss.org/Past-Conference-Programs>

McCray, L. (2019, June) “The Five Wells” Werner Park Elementary Summer Camp

United Nations Day Program Presentation, October 24, 2017

McCray, L. (2016, July) City of Shreveport, Orlando Vigil speaker with Mayor Tyler

McCray, L. (2016, March) Strategies and Tips for Using Gradebook in Moodle

APA Strategies and Tips Seminar for Radiologic Technology, March 2016

McCray, L. (2016, January) Career Day guest speaker Bethune Elementary/Middle School

McCray, L. (2014, April) “*Writing Personal Statements*” STEM Program Participants

McCray, L. “Whose Line is it Anyway” Extemporaneous Speaking Activity for annual 4H end of year educational program, May 2014

McCray, L. (2014, July) “*4H: 100 Years of Growing Louisiana Leaders*” Presentation at the 4H Area Leader Training program

McCray, L. (May 2009) Career Day guest speaker for Northside Elementary School

McCray, L. (2002,1, September) “*Leadership Today*” Presentation to local Junior Leadership Organization.

“*Think.*” Member of panel discussion on surviving college; presented to university scholarship recipients for Student Success Series Workshops, Sept. 13, 2001; Oct. 8, 2001; Sept. 10, 2002; Oct. 16, 2002

“*Don’t Blow your TOPS.*” Student Success Series presentation to students who were recipients of the Louisiana tuition assistance scholarship, Oct. 4, 2001

McCray, L. (200, April-May) “*Diversity Awareness.*” Diversity Awareness Workshop Presenter/Coordinator for LASFAA

Service

University:

Southern University Shreveport

Apple HBCU C2 Instructor / Implementation Team member (2021- present)

Quality Enhancement Plan (QEP) Co-Chair (2019 - 2021)

Academic and Student Affairs Retention Committee Co-Chair (2019 - 2021)

Phi Theta Kappa Advisor (2013 – 2023)

Chair Academic Appeals Committee (2012 – present)

Faculty Senate Parliamentarian (elected for 2016-2018)

Faculty Senate Parliamentarian (elected for 2014-2016)

Chair Scholarship Committee (2015 – 2017)
SACS-COC Compliance Committee (2018 - present)
SACS-COC Fifth year Interim Report Committee (2015)
Strategic Planning Committee (2014 - 2016)
Financial Aid Appeals Committee (2014 – 2016)
First Year Experience Committee (2015 – 2021)
University Outcomes Assessment Team (2014)
Commencement Committee (2012 – 2016; 2022 - present)

Louisiana State University Shreveport

Faculty Senator for College of Arts and Sciences – (elected for 2010-2012)
Faculty Senate Executive Committee Member-at-Large (2011-2012)
TeachLSUS Alternative Certification Program Selection Committee (2009- 2012)
Retention Committee (2011- 2012)
Chair, Search Committee Financial Aid Assistant Director (2008)
LSUS Leadership Academy (2004-2005)
Noel Levitz Connections Trainer (2004-05)
Freshman Mentor (Early Alert Referral System) (2003-2004)
Student Financial Aid and Scholarship Committee Advisor (2000-2012)
Black Students' Association Advisor (2002-2005)
Student Recruitment Committee (2002 – 2003)
Enrollment Planning Team (2002-2003)
Soar Leader Selection Committee – (2002)

State:

Louisiana Board of Regents Student Success Council member and co-chair of Completers/Continuing Students sub-committee (2021-2022)
Louisiana Board of Regents Statewide Subcommittee for Education – Associate of Science in Teaching (AST)

College:

Louisiana State University Shreveport

General Studies Advisory Committee – Chair, (2001 - 2012)
Liberal Arts Planning Committee - (2003 - 2004)
Liberal Arts Leadership Council (2001 - 2009)
Member Grade Appeals Committee (2004)

Department:

Southern University Shreveport

Chair English Department Committee (2013 - 2017)
Live Text Implementation Committee (2013 – 2015)

Louisiana State University Shreveport

Teaching / Writing Committee member (2001 - 2012)
Teaching Committee – Chair (2003 – 2005)
Information Technology Committee (2003 – 2012)
Search Committee member for English Faculty (2005)

Community:

President Board of Directors Philadelphia Center (2012, 2016, 2017, 2019, 2022, 2023, 2024)
Vice-President Board of Directors Philadelphia Center (2010-2012) (2018, 2020, 2021)
Chair Auction Committee Philadelphia Center (2013 - present)
Board Member Philadelphia Center (2007- present)
Greater Shreveport Human Relations Commission (2015 - present)
Caddo Parish 4-H Advisory Committee, Facilitator (2004 - 2023)
Shreveport Regional Arts Council Grant Panel Review Committee (2021-2023)

Community Foundation of NW Louisiana Grant Review Committee (2022-2023)
Caddo Parish Poetry Out Loud Judge (2018, 2019, 2020, 2021)
Caddo 4-H Judge Talent Competition (2006 – present)
Program Advisory Committee Virginia College (2013 - 2014)
Science Fair Judge Riverside Elementary (2011)
Program Advisory Committee Remington College Shreveport (2008 – 2010)
Scholarship Selection Committee Caddo Parish 4-H program (2009, 2010, 2011)
Scholarship Selection Committee Harrison County 4-H program (August 2009)
Debate Tournament Judge (2006)
Social Studies Fair Judge (2005)

Grants:

National Endowment for the Humanities - Spotlight Development Grants 2023
Southern Reading: Community Workshops on the African American Experience with Southern University, funded for \$60,000, Co-Investigator
Rapid Response Grant Workforce Demand 2023, *Radiologic Technology: Healthcare's Growing Field*, funded for \$250,000
Rapid Response Grant Workforce Demand 2022, *Surgical Technology for the 21st Century*, funded for \$212,000
BORSF Grant Developmental Math and English Resource Center 2017, funded for \$94,500, Principal Investigator
Rapid Response Grant-Workforce Demand 2018, Aviation Maintenance Technology, funded for \$250,000, Co-Investigator
BORSF Grant Multimedia Lab 2015, funded for \$45,500 Principal Investigator
BORSF Grant Classroom Enhancement with Technology 2012, funded for \$57,000 Co-principal Investigator
BORSF Grant for Film Studies Classroom 2003, funded for \$55,000
Co-principal Investigator
Student Life and Learning Technology Fee Grant 2008, funded for \$1,300
Principal Investigator
Student Life and Learning Technology Fee Proposal 2007, funded for \$2500
Co-principal Investigator

Training:

SACS-COC Annual Convening (December 2023) 20 hours
SACS-COC Annual Convening (December 2022) 16 hours
Apple HBCU C2 Training – Apple Teacher Certified (2021 – present)
SUSLA Academic Affairs and Workforce Development Leadership Training Series with The McPhail Group (September 2020-July 2021) 32 hours
SACS-COC QEP Summer Institute (July 2019) 16 hours
Career Pathways Certification Workshop (June 2018) 14 hours
Region VI National HBCU Title III Administrators Workshop (March 2018) 14 hours
SACS-COC Annual Convening (December 2017) 16 hours
Complete College America Convening (November 2017) 16 hours
Louisianan Community and Technical College System (LCTCS)
Perkins Training (September 2017) 24 hours

How to Write the Grant Application Narrative by Management Concepts (March 2017) 16 hours
Open Educational Resources- New Course Spring 2018
Strategies and Tips for Online Student Success Seminar, (January 2016)
Strategies and Tips Gradebook Seminar, (March 2016)
Orientation for Online Faculty Seminar, (January 2015)
Dual Certification for Online Teaching and Online Course Development, (Spring 2015)
Quality Matters: Using Instructional Materials and Technology to Promote Learner Engagement and Connecting Learning Objectives and Assessments (November 2014)
Quality Matters: Applying the QM Rubric (January 2013)

Sirius Online Instructional Training (July 2012)
 LSU Shreveport Center for Online Learning and Faculty Development - Online Instructional Training (Spring 2011)
 University of Phoenix New Faculty Training (July 2010)
 Socrates Online Teacher Training (March 2010)
 Alternative Certification Selection Training (October 2009)
 Louisiana Endowment for the Humanities – Prime Time Reading Program (Summer 2008)
 Human Resources – Recruiting Training (2008)
 College Student Inventory (CSI) Advisor Training (2008)
 Moodle Training (3 sessions) (2006-2007)
 Wiki Workshop (2007)
 Leading and Managing Academic Departments Audio Conference (2005)
 Advisor Training – Teleconference (2) (2005)
 NACADA Academic Advising Administrators’ Workshop (2003)
 Diversity Awareness/Professional Awareness Workshop (2000)
 Boot Camp for New Financial Aid Counselors (1999)
 “WOW” Customer Service Training (2 days) (1996)

Honors and Activities

2024	2024 Educator Award – Golden Angels Non-Profit and Mystic Krewe of Imani
2023	The Paul Weiss Memorial Community Service Award – The Philadelphia Center
2020	LSUS Circle of Excellence Alumni Award for Leadership in General Studies and Education
2019	4H 2019 Hall of Fame Inductee
2018	National Institute for Staff and Organizational Development (NISOD) Excellence Award
2015	Southern University System Awards: Rising Star for Research (April 2015)
2010	Shreveport Chamber of Commerce Young Professional Initiative 40 under 40 Honoree
2010	The Honor Society of Phi Kappa Phi UNT (inducted Fall 2010)
2002-2003	Excellence in Teaching Award – LSU Shreveport
2020-2024	NOSS Member
2014-2019	NADE Member
2000-2004	NACADA and LACADA Member
	NCTE Member
	LACC Member
1999	LASFAA Member - LASFAA Diversity Awareness Committee Member
1997	Louisiana Association of College Composition (LACC) Member
1996	LSU-S Academic Award - General Studies
1996	Phi Sigma Iota - Foreign Language Honor Society
1993 - 1995	Toastmasters International