

Southern University Board of Supervisors
10:00 A.M.
Saturday, September 29, 1990
Board Room, J.S. Clark Administration Building
Southern University - Baton Rouge Campus

MINUTES

The meeting of the Southern University Board of Supervisors was convened by the Chairman, Mr. Willie T. Sensley.

The invocation was given by Rev. Jesse B. Bilberry, Jr.

PRESENT

Mr. Willie T. Sensley, Chairman	Dr. E.C. Harrison
Mr. Mack Abraham	Dr. James Meza, Jr.
Rev. Jesse B. Bilberry, Jr.	Mr. Roscoe J. Moore
Mr. Curley M. Dossman	Mr. Gerald T. Peltier
Mr. James L. Florent	Mr. Alaric Richard
Rev. Joe R. Gant	Mr. Joe A. Terrell
Mrs. Joyous Van Buskirk	

ABSENT

Mr. Bobby D. Higginbotham, Vice-Chairman	Dr. Robert Gaston
Mrs. Pearlle H. Elloie	Atty. Willie Hunter, Jr.

UNIVERSITY PERSONNEL ATTENDING

President/Chancellor Dolores R. Spikes, Secretary to the Board
Vice-President Tolor E. White
Chancellors B.K. Agnihotri and Robert Gex
Vice-Chancellors O. Bell, M. Bartley, S. Gilliam, W. Moore, and
M. Yates
Messrs. C. Lewis, L. McGhee, and D. Wade

AGENDA ITEM 4: ADOPTION OF THE AGENDA

On motion of Mr. Terrell, seconded by Mrs. Van Buskirk, the agenda, as amended, was adopted.

Motion carried unanimously.

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AMENDMENTS:

- Item 5A: Presentations, SUNO
 - Faculty Senate President or designee
 - Chancellor or designee
- 5B: Executive Session
- 7F: S.U. and A & M College: Forms 27 - 36 and 41
- 7G: SUNO: Form 37
- 7H: SUSBO: Forms 38 - 40

AGENDA ITEM 5: MINUTES OF THE AUGUST 25 AND 30, 1990 BOARD MEETINGS

On motion of Mrs. Van Buskirk, seconded by Mr. Florent, the minutes of the August 25 and 30, 1990 Board meetings were approved.

Motion carried unanimously.

AGENDA ITEM 5A: PRESENTATIONS, SUNO

Faculty Senate

Dr. Clyde Smith, Executive Committee member, presented the Faculty Senate's concerns regarding the SUNO salary distribution plan.

Major concerns expressed were:

- (1) The faculty was given no opportunity for meaningful participation in the pay plan. Further, the plan ignores the existing faculty pay scale which was developed by the previous Faculty Council, approved by the Chancellor and President, and forwarded to the Board of Supervisors. An Ad Hoc Committee on the Faculty pay plan has developed an alternate plan using the original plan as its base. The plan builds on an approved salary scale and maintains distinctions created by length of service, training and merit.
- (2) The Administration's pay plan exacerberates the problem of salary compression within ranks. If the plan is applied in its present form, it would bring everyone within a particular rank to the same salary, regardless of degree, past merit raises, or length of service.
- (3) The plan ignores the intent of the legislature and the Board of Regents to distribute salary increases to Administrators with faculty rank based on rank and experience within a particular discipline.

Chancellor Gex's Presentation

Dr. Gex reported that his decision regarding the distribution of funds for faculty salary adjustments was made with a sense of fairness and equity for all. Additionally, he indicated that the distribution was in keeping with guidelines from the Board of Regents and the Legislature.

The Administration's plan, he advised, applies to the first-year distribution of funds. Future distributions would provide for input from the Faculty Senate.

Guidelines developed by the Regents addressed merit, longevity, training and market realities in the distribution of the funds. The Faculty Senate plan is geared toward longevity and fails to take into account market realities.

The Board's attention was called to communication from the SUNO Computer Science Department. The first communication, signed by members of the faculty, reported no review or input into the Faculty Senate plan. The second communication, signed by the Department Chairman, noted shortcomings in the plan, similar to those reported by the Chancellor.

In conclusion, Dr. Gex advised that the Faculty Senate's pay plan could not be used in its present form. He, therefore, recommended the Board's reaffirmation of the Administration's plan, as amended.

AGENDA ITEM 5B: EXECUTIVE SESSION

On motion of Mr. Terrell, seconded by Rev. Gant, the Board convened into executive session to discuss the Faculty Senate's grievance as it relates to the performance of the Chancellor of the SUNO Campus.

Motion carried unanimously. Roll call vote: 11 yeas, 0 nays, 0 abstentions. 2 members out.

-OPEN SESSION-

On motion of Rev. Gant, seconded by Mr. Florent, the Board reconvened into open session.

Motion carried unanimously. Roll call vote: 13 yeas, 0 nays, 0 absentions.

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On motion of Mr. Peltier, seconded by Mrs. Van Buskirk, the Board requested the System President to meet with representatives of the SUNO Faculty Senate, the SUNO Chancellor, and any other individuals whom the President feels can help resolve their differences and bring them to a positive conclusion. This action must be taken as soon as possible so that it can be finalized by the October 11 budget hearings by the Board of Regents.

The final results of this meeting shall be presented to the Board's Finance and Business Affairs Committee before it is presented to the Board of Regents.

Motion carried unanimously.

The meeting of the Finance and Business Affairs Committee was scheduled for Monday, October 8 at 10:00 A.M. on the Baton Rouge campus.

Mr. Terrell noted communication to the Board from the SUNO Faculty Senate and other faculty members which differed in position regarding the salary distribution plan. He encouraged all faculty members to become more involved in Faculty Senate deliberations inasmuch as the Senate is recognized by the Board and Administration as the official voice of the faculty.

AGENDA ITEM 6: COMMITTEE REPORTS

Academic and Faculty Affairs/Personnel Policy Committee

On motion of Dr. Harrison, seconded by Mr. Dossman, the Board accepted the Committee's recommendation and approved the resolution regarding Community Service Requirements for undergraduates in the S.U. System.

The motion carried. Mr. Abraham voted nay, indicating his approval of the concept, but disapproval of the mandatory requirement.

On motion of Dr. Harrison, seconded by Mr. Terrell, the Board received the informational report on the costs of administering the American College Test (ACT).

Motion carried unanimously.

On motion of Dr. Harrison, seconded by Rev. Gant, the Board approved the report from the Academic and Faculty Affairs/Personnel Policy Committee.

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Motion carried unanimously.

Finance and Business Affairs Committee

On motion of Mr. Peltier, seconded by Rev. Gant, the Board accepted the Committee's recommendation and approved the letter of engagement with Bruno and Tervalon, CPAs, to audit the S.U. and A & M College Athletic program for the years ended June 30, 1989 and 1990.

Motion carried unanimously.

On motion of Mr. Peltier, seconded by Mr. Florent, the Board accepted the Committee's recommendation and approved the salary adjustments for academic personnel at S.U. and A & M College, as proposed by the Administration.

Motion carried unanimously.

On motion of Mr. Peltier, seconded by Mr. Dossman, the Board accepted the Committee's recommendation and approved salary adjustments for academic personnel at SUNO, as proposed by the Administration.

Motion carried unanimously.

On motion of Mr. Peltier, seconded by Mr. Dossman, the Board accepted the Committee's recommendation and approved the annualization of the .67% of the 4% pay increase granted in 1989-90 for SUSBO personnel.

Motion carried unanimously.

On motion of Mr. Peltier, seconded by Rev. Gant, the Board accepted the Committee's recommendation and approved the three-year plan for raising the salaries of the System President, Vice-President, Chancellors and Vice-Chancellors, as proposed by the Administration.

Motion carried. Roll call vote: 10 yeas, 3 nays.

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On motion of Mr. Peltier, seconded by Rev. Bilberry, the Board approved the report of the Finance and Business Affairs Committee.

Motion carried. Mr. Abraham, Dr. Meza, and Mrs. Van Buskirk voted nay.

AGENDA ITEM 7: PERSONNEL RECOMMENDATIONS

On motion of Mr. Terrell, seconded by Mr. Dossman, the Board approved personnel recommendations reflected on the following forms:

- System Administration: Form 1
- S.U. and A & M College: Forms 2 - 14; 27 - 36 and 41
- SUNO: Form 15 - 20 and 37
- SUSBO: Forms 21 - 22 and 38 - 40
- SULC: Forms 23 - 26

Motion carried. Dr. Meza voted nay on Form 41.

- Form 27 was corrected to reflect recomputed salary
- Forms 25 and 26 were amended to delete the names of Albert Anderson and Richard Millspaugh
- Form 38 was amended to reflect a change in length of appointment: October 1 - 31, 1990

AGENDA ITEM 8: RESOLUTIONS

On motion of Mr. Dossman, seconded by Rev. Gant, the Board approved resolutions listed below.

Motion carried unanimously.

- Student Senate of the SGA at S.U. and A & M College, recognizing the 100th anniversary of the University's land-grant status and urging use of the designation in the University's letterhead and other documents
- Commendations to the S.U. Class of 1950-1980 on the anniversary of their graduation

AGENDA ITEM 9: OTHER BUSINESS

Mr. Sensley called attention to communication from the Senate Education Committee inviting Board members' participation at the

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October 3 meeting of the Action Subcommittee on Education. Members were asked to forward ideas for the Subcommittee's consideration to Mrs. Van Buskirk.

AGENDA ITEM 10: ADJOURNMENT

On motion of Rev. Gant, the meeting was adjourned.

Secretary, S.U. Board of Supervisors

Chairman, S.U. Board of Supervisors