

**Southern University Board of Supervisors
10:00 A.M.
Saturday, October 26, 1991
Board Room, J.S. Clark Administration Building
Southern University - Baton Rouge**

MINUTES

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

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

PRESENT

Mr. Willie T. Sensley, Chairman
Mr. Bobby D. Higginbotham, Vice-Chairman
Mr. Mack Abraham
Rev. Jesse B. Bilberry, Jr.
Atty. Edselle Cunningham
Mr. Curley M. Dossman
Mr. Patrick Fontenot
Rev. Joe R. Gant
Mr. Allen J. Hamilton, Jr.
Mrs. Nina H. Marchand
Mr. Roscoe J. Moore
Dr. Jenny D. Phillips
Mr. Kent Smith, Jr.
Dr. Jesse N. Stone, Jr.
Mr. Frank Williams, Jr.

ABSENT

Mrs. Pearl H. Elloie
Dr. James Meza, Jr.

UNIVERSITY PERSONNEL ATTENDING

Dr. Dolores R. Spikes, Secretary to the Board
Vice-President Tolor E. White
Chancellors B.K. Agnihotri, R. Gex, R. Smith, and M. Yates
Vice-Chancellors C. Cunningham, J. Robinson (SUBR), A. Moye' and T. Jones
Messrs. C. Lewis, M. Casem, and L. McGhee

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This Board meeting was dedicated to the memory of Mr. Alaric Richard, former Student Board member and SUNO SGA President. Mr. Richard passed away on Friday, October 11, 1991. A resolution of condolence to the Richard Family was read by President Spikes.

A thank-you card from Mr. Richard to the Board was transmitted posthumously by Ms. Glenda Marzette, SUNO Public Relations Director. The card was read by Rev. Bilberry and expressed Mr. Richards' appreciation of the support and encouragement given him during his tenure of service as a Board member.

A prayer for the Richard Family was rendered by Rev. Bilberry.

AGENDA ITEM 4: ADOPTION OF THE AGENDA

On motion of Mr. Higginbotham, seconded by Mr. Hamilton, the agenda was adopted, as amended.

Motion carried unanimously.

AMENDMENTS:

- 5a. Report on SWAC's automatic invitation to NCAA Basketball Tournament
- 7f. Board: Forms 132 and 133

AGENDA ITEM 5: MINUTES OF THE SEPTEMBER 21, 1991 BOARD MEETING

On motion of Mr. Moore, seconded by Mrs. Marchand, the minutes of the September 21, 1991 Board meeting were approved.

Motion carried unanimously.

AGENDA ITEM 5A: SWAC'S AUTOMATIC INVITATION TO NCAA BASKETBALL TOURNAMENT

Athletic Director Marino Casem reported that the Southwestern Athletic Conference will receive an automatic berth in the 1991-92 NCAA Basketball Tournament.

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The NCAA policy provides for 64 teams to play in the tournament. Of this number, 30 teams receive automatic berths and 34 are at large. This year, because of the conference mergers, only 30 conferences, including SWAC, qualify for an automatic berth.

This berth is for 1991-92 only. SWAC will have to be rated in order to qualify for an automatic berth in 1992 - 93.

AGENDA ITEM 6: COMMITTEE REPORTS

a. Academic and Faculty Affairs/Personnel Policy Committee

The Committee's report was presented by the Chairman, Dr. Jesse N. Stone, Jr.

On motion of Dr. Stone, seconded by Mr. Dossman, the Board accepted the Committee's recommendation and denied the request to hear the appeal of the SUNO English faculty and upheld the action of the Administration regarding same. The President was authorized to communicate this decision to the English faculty.

Motion carried unanimously.

Dr. Spikes reported that attempts were made to involve legal counsel in every step towards implementation of the RIF plan at SUSBO. Counsel has helped to construct letters to affected personnel on behalf of the Chancellor and worked with Mrs. Smith and Chancellor Smith to establish timetables for implementing the RIF plan.

At the August meeting, the Board approved the committee's recommendations relative to the seven persons who did not appeal their pending employment status changes. One employee was reassigned within the University and one accepted an adjunct professorship.

In accordance with the Board's directive, appellants were given ample time to review their files and, on the basis of the information contained in those files, to prepare and transmit any additional information that they wished to be considered by the Board. This information was forwarded to members of the Board.

Two of the appellants, Mrs. Jacqueline Scott and Mr. Gabriel Fabiyero, were non-tenured faculty with four years experience. The RIF Committee recommended

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that the termination of these two persons. The Chancellor and the President concurred and so recommends the approval of this action by the Board.

On motion of Mr. Moore, seconded by Mr. Smith, the Board affirmed the recommendation of the Administration regarding Ms. Jacqueline Scott and Mr. Gabriel Fabiyero.

Motion carried. Rev. Gant voted nay.

The President reported that Mr. Nathaniel Manning appealed the committee's recommendation to terminate his employment at SUSBO, but he later dropped the appeal after accepting an adjunct position (Computer Science) at SUSBO for the Fall '91 semester. The Chancellor and President concurred and recommend the approval of Mr. Manning's termination by the Board, with the modification that it does not affect his current adjunct status.

On motion of Mr. Fontenot, seconded by Mr. Higginbotham, the Board affirmed the recommendation of the Administration regarding Mr. Manning's employment at SUSBO.

Motion carried unanimously.

RIF Appellants

The President announced that the following persons appealed after having been informed that their positions would be eliminated or that there would be a reduction in their employment status. The Board was asked to affirm the recommendation of the RIF Committee and the Chancellor, with modifications, as proposed by the Chancellor and President.

The Administration recommended that Mr. Donald Aytch's position as instructor in Psychology be reduced to 1/2 time and that he be assigned a 1/2 time position in a non-state funded position at no reduction in salary.

On motion of Mr. Abraham, seconded by Rev. Bilberry, the Board affirmed the Administration's recommendation regarding Mr. Donald Aytch's employment at SUSBO.

Motion carried unanimously.

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The Administration recommended that Mr. Bobby Wiggins' position in Music be reduced to 3/4 time and that he be given a 1/4 time non-state funded position.

On motion of Mr. Abraham, seconded by Mr. Dossman, the Board affirmed the Administration's recommendation in regard to Mr. Bobby Wiggins' employment at SUSBO.

Motion carried unanimously.

Mrs. Georgia Brown has been reinstated to her same position. The previous recommendation from the Administration was withdrawn. No Board action was needed.

The Administration recommended that Mr. Roosevelt Daniels' employment status as an Associate Professor of Art be reduced to 3/4 time and to simultaneously assign him a 1/4 time position in a non-state funded program at SUSBO.

On motion of Mr. Abraham, seconded by Mr. Dossman, the Board affirmed the Administration's recommendation in regards to Mr. Roosevelt Daniels' employment at SUSBO.

Motion carried unanimously.

Mrs. Rosalind Holt is currently on maternity/sick leave. The Administration recommended that upon her return that her employment status be reduced to 1/2 time in her position as instructor in Political Science and that she be assigned to Upward Bound or another non-state funded position for 1/2 time.

On motion of Mr. Abraham, seconded by Mr. Dossman, the Board affirmed the Administration's recommendation in regard to Mrs. Rosalind Holt's employment at SUSBO.

Motion carried unanimously.

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The President reported that Dr. Raymond Hicks previously served as Vice-Chancellor of the Metro Center at SUSBO and that Chancellor Smith indicated that Dr. Hicks asked to be reassigned as a Coordinator or Director of Testing Services. Dr. Hicks indicated in a telephone conversation that he did not appeal because his understanding in conversation with the Chancellor was that his salary would not be reduced as is being proposed by the Administration since the duties in testing would be in addition to those he performed. The Chancellor's position differs. There is no written record of the contents of the conversation between Chancellor Smith and Dr. Hicks.

After consulting with legal counsel, the Administration recommended that Dr. Hicks be given written notice of the action recommended by the RIF committee as to his position at SUSBO and that he be given an opportunity to appeal the decision and to submit his appeal in time for the Board meeting in November.

On motion of Rev. Gant, seconded by Mr. Fontenot, the Board approved the Administration's recommendation regarding Dr. Raymond Hicks' employment at SUSBO.

Motion carried. Dr. Stone voted nay.

The Civil Service portion of the RIF plan was submitted, as required, to the Civil Service Commission in mid-October. A response is not expected before January from the Commission.

The second portion of the RIF will include recommendations affecting Civil Service employees and other persons who will be laid off or reduced in status because the initial reductions, which amounted to approximately \$200,000, were not implemented timely.

Following the Board's mandate at the September meeting, the Administration prepared a time schedule, in consultation with legal counsel, whereby each action necessary for implementation of part 2 of this plan is to be taken. It includes notifying other affected employees and holding hearings on November 4 and 5 for those appealing. Appeals to the Board are due in the President's Office on November 18 and will be forwarded to the Board when received. These appeals will be heard at the November Board meeting.

Citing the importance of eliminating the possibility of unnecessary delays on the part of the RIF Committee and others, the President requested the Board's permission to directly intervene along with legal counsel and the Chancellor in the Committees'

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work, in an oversight capacity. This is to insure to the greatest extent possible, that the Committees conduct their work in a proper and expeditious manner.

Board action on RIF recommendations will become effective at the end of the Fall semester or on December 31, 1991, unless otherwise indicated.

On motion of Mr. Moore, seconded by Mr. Dossman, the Board approved implementation of the RIF plan at SUSBO according to actions taken hereinabove.

On motion of Dr. Stone, seconded by Mr. Dossman, the Board approved the report of the Academic and Faculty Affairs/Personnel Policy Committee.

The President reported that Atty. DeCuir had worked long hours assisting the University in the RIF process.

The President reiterated the Board and University's promise to try to the extent possible to transfer affected RIF personnel with tenure and those with long years of service and experience to other areas of the University. There are federally funded and other non-state funded programs at SUSBO. Retraining of the persons reassigned will be done, where feasible. The President gave assurances that the plan will be implemented with compassion and with the least possible adverse effect on SUSBO personnel.

Facilities, Property and Grounds Committee

The Committee's report was presented by the Chairman, Mr. Mack Abraham.

On motion of Mr. Abraham, seconded by Mr. Fontenot, the Board accepted the Committee's recommendation and approved the emergency sewer line project for the Baton Rouge campus.

Motion carried unanimously.

On motion of Mr. Abraham, seconded by Rev. Bilberry, the Board accepted the Committee's recommendation and approved the drafting and transmittal of a

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resolution that would reflect its displeasure at the 1992-93 Capital Outlay recommendations and the positions assigned to Southern University projects in terms of priority. The resolution is to specifically request that certain projects be moved up in terms of priority. In the strongest language, these complaints are to be registered with Mr. George Luffey, Mr. George Hardy and Dr. Sammie Cospers and the Committee appointed by the Regents to make capital outlay recommendations.

Motion carried unanimously.

The Board shall request a hearing so that members might attend to voice their concerns to the Board of Regents.

Dr. Spikes reported her conversation on the previous day with Mr. George Luffey wherein she conveyed the desire of the Board to meet with Mr. Luffey, Mr. Hardy and Dr. Cospers. She further indicated to Mr. Luffey that he would receive a telephone call from the Board Chairman on Monday, October 28.

The Board Chairman indicated that he would contact Mr. Luffey on Monday.

Mr. Frank Williams asked to have the record reflect that he refrained from any discussion on Item 5 of the Committee's report regarding the status of the agreement between SUSBO and Commercial National Bank for leasing a facility for SUSBO's Aerospace Technology Program.

On motion of Mr. Abraham, seconded by Dr. Phillips, the Board approved the report of the Facilities, Property and Grounds Committee

Motion carried unanimously.

Finance and Business Affairs Committee

The Committee's report was presented by the Vice-Chairman, Mr. Frank Williams, Jr.

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On motion of Mr. Williams, seconded by Mr. Dossman, the Board accepted the Committee's recommendation and approved the 1992-93 Continuation Budgets for the Southern University System.

Motion carried unanimously.

On motion of Mr. Williams, seconded by Mr. Fontenot, the Board accepted the Committee's recommendation and approved the tuition discounts for SUBR and SUNO employees/dependents for the 1991 Fall semester.

Motion carried unanimously.

On motion of Mr. Williams, seconded by Atty. Cunningham, the Board accepted the Committee's recommendation and approved the engagement letter with Bruno and Tervalon for performance of certain agreed upon procedures relative to the accounting records in the Athletic Department at SUBR.

Motion carried unanimously.

Discussion ensued on the matter regarding the salary adjustment for the Executive Vice-Chancellor at SUNO. Mr. Sensley indicated that the motion as reflected in the report did not accurately reflect the Committee's action. The motion was changed to read thusly:

On motion of Dr. Stone, seconded by Mr. Dossman, the Committee recommends approval of the Chancellor's recommendation to adjust the salary of the Executive Vice-Chancellor at SUNO.

Motion carried.

On motion of Dr. Stone, seconded by Mrs. Marchand, the Board approved the Committee's recommendation regarding the salary adjustment for the Executive Vice-Chancellor at SUNO.

Motion carried. Mr. Abraham voted nay.

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Ad Hoc Committee on the Bylaws and Regulations

The Committee's report was presented by the Chairman, Mr. Bobby D. Higginbotham.

On motion of Mr. Higginbotham, seconded by Dr. Phillips, the Board accepted the Committee's recommendations and approved changes to the Bylaws and Regulations, as proposed by the Governance Committee.

Motion carried unanimously.

The revisions are attached to the Committee's report. Other proposed revisions will be submitted at a later date.

Governance Committee

The Committee's report was presented by the Chairman, Dr. Jenny D. Phillips.

On motion of Dr. Phillips, seconded by Mr. Fontenot, the Board accepted the Committee's recommendation and approved the form and procedure for evaluating the System President.

Motion carried unanimously.

The Committee's report was corrected to reflect that a Code of Ethics that is to be developed for the Board would be used for advisory rather than informational purposes.

The Board Chairman asked Dr. Phillips, the Committee Chairman, to develop an outline of the Committee's proposed Code of Ethics and to present it to the Board in January.

On motion of Rev. Gant, seconded by Dr. Phillips, the Board approved the report of the Governance Committee.

Motion carried. Rev. Bilberry and Dr. Stone voted nay.

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AGENDA ITEM 7: PERSONNEL RECOMMENDATIONS

On motion of Mr. Moore, seconded by Mr. Fontenot, the Board approved the following personnel recommendations.

Motion carried unanimously.

- a. SUBR: Forms 1 - 29 and 31 - 46
- b. SULC: Forms 47 - 48
- c. SUNO: Forms 49 - 77
- d. SUSBO: Forms 78 - 129
- e. CES: Forms 130 - 131
- f. SUBOS: Forms 132 and 133

AGENDA ITEM 8: EXECUTIVE SESSION

On motion of Mr. Moore, seconded by Mr. Dossman, the Board convened into an executive session to discuss a personnel matter regarding a faculty member in the School of Public Policy and Urban Affairs (Form 30).

Motion carried.

- OPEN SESSION -

- RECONVENTION -

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

Motion carried.

On motion of Mr. Higginbotham seconded by Mr. Moore, the Board approved the personnel action form (Form 30) for a faculty member in the School of Public Policy and Urban Affairs, SUBR.

Motion carried unanimously.

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AGENDA ITEM 9: RESOLUTIONS

On motion of Mr. Moore, seconded by Atty. Cunningham, the Board approved the following resolutions.

Motion carried unanimously.

- Commendations to Senator Diana Bajoie, 1991 Grand Marshal of the SUBR Homecoming Parade
- Condolences
 - a. The Alaric Richard Family.
 - b. The James Johnson Family.
 - c. The Ophelia Morgan Family.
 - d. The Lizzie Robinson Family.
 - e. The Levada Brown Family.
 - f. The Jean Hunzeker Family.

AGENDA ITEM 10: REPORT FROM THE PRESIDENT AND CHANCELLORS

The President reported the reversal of position by the Bush Administration on the U.S. v. Mabus Case, the higher education desegregation case for the State of Mississippi.

The Solicitor General had previously asserted a philosophic stance which was different from that argued by Justice in other cases. The Solicitor General's stance was that the States constitutionally had no mandate to enhance HBCUs in efforts to desegregate and further to do so would enhance the University to such an extent as to attract more black students and thereby perpetuate segregation.

In a brief, the Solicitor General made the following changes:

1. He challenged the interpretation set forth by the State of Alabama.
2. He made strong declarative reference to the unique role of HBCUs in the broader, educational delivery system of the nation.
3. He argues that HBCUs must not be forced to shoulder a disproportionate burden in the State's desegregation efforts, and

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4. He reversed himself, with regard to the constitutionality of enhancements and argues, instead, that Mississippi has a constitutional obligation to do more than it has done for its HBCUs.

This is viewed as a significant change in the Bush Administration's position.

Dr. Spikes also reported on the excellent presentations by SUBR representatives and supporters during the Board of Regents' hearing on the Master Plan for Higher Education. The presence of numerous S.U. Board Members at the hearing was noted.

Finally, Dr. Spikes indicated that the Zaire Project is uncertain at present, because of an uprising in that country. Southern University is the lead institution in a consortium which handled an estimated 40 million dollar project in Zaire. All University Personnel have been recalled to the United States and contact has been made with the Congressional Delegate to insure that the project is not cut off completely. As suggested by Senator Bennett Johnson, the President will travel to New Orleans to speak with the Director of the U.S. Aid for International Development in an effort to retain the Zaire Project.

Dr. Gex announced that a memorial service will be held for Mr. Alaric Richard on October 30 at 11 A.M. All Board members were asked to attend.

A copy of the SUNO Bulletin which contained a memorial tribute to Mr. Richard was provided for the Board's records.

Dr. Gex also reported that author, poet, dancer and dramatist, Mayo Angelou gave a magnificent standing room only performance on the SUNO campus. The performance was attended by students from the various New Orleans public schools and universities and persons from the community.

The multi-purpose building is finally becoming a reality. Parking problems have been exacerbated because the building will be erected on one of the campus parking lots. The ground breaking ceremony will be held within the next two weeks. Board members will be invited.

SUBR

Dr. Yates reported the completion of the preliminary draft of the campus five-

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year plan. The plan will be distributed to the various campus units and by April or May, the final draft will be submitted to the President. Implementation of the plan is scheduled for July 1, 1992.

Continuing, Dr. Yates reported that during the previous week, the School of Nursing was notified that it had been granted accreditation by the National League of Nursing.

Two accreditation visits are scheduled during the month of November (Computer Science on November 4 and 5 and Engineering program on November 17 - 19).

Representatives from Harvard University were on campus during the previous week to work with the School of Public Policy and Urban Affairs to develop the CASE method approach to teaching. Funds were provided by the Legislature, with the Governor's support.

Executive Vice-Chancellor Juanita Robinson and Vice-Chancellor William Moore were recognized as lead persons in SUBR's presentations during the Board of Regents' hearings on the Master Plan.

Dr. Alonzo Chappel was cited for his assistance to five farmers in the Zachary area. Through the cooperation of the Heifers Projects International of Arkansas, these farmers were given 30 beef cattle to be used for expansion and production of their herds.

Senator Cleo Fields was featured in the November issue of Ebony Magazine wherein were cited outstanding young black persons as America's future leaders.

Dr. Spikes was also featured in this same issue in an article on presidents of historically black colleges and universities.

The Board viewed a 30-second promotional tape on SUBR which was developed through the Chancellor's Office and Public Relations' Office. The tape has been aired for the past month on a local T.V. station. Plans are to expand the tape to 60 seconds to include great moments in the history of Southern University. This tape will air on T.V. stations around the country.

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Law Center

Dr. Agnihotri reported the recent results of the Bar examination which was held in July:

Passage rate: 38.6%
Failure rate: 38.6%
Conditional: 32.8%

These rates reflect a slight improvement over the last exam. Other law schools passage rates showed a decrease.

A faculty meeting has been held to analyze these results and to determine which courses need more emphasis. Sessions are being held on Saturdays and Sundays for senior law students. A workshop will be implemented in an effort to improve student performance on the exam.

SUSBO

There were no comments from Chancellor Smith.

AGENDA ITEM 11: OTHER BUSINESS

In response to Mr. Fontenot's inquiry, Atty. DeCuir reported that following earlier negotiations, financial aid employees were paid for overtime work in accordance with the University official payroll records. Their attorney is now requesting payment according to unofficial payroll records. The two records are currently being compared and a recommendation relative to this latest request will be made to the Board.

Mr. Moore reported the Calcasieu DeTox Center, funded by the State, attempts to assist young people who are drug users. The State stipulates that the program received matching funds. In order to meet this requirement, a fundraising program

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was held in Lake Charles and featured the choirs of Southern University and Grambling State University. Mr. Moore extended commendations to Vice Chancellor William Moore for his assistance and predicted that the S.U. choir's performance will greatly enhance the University's recruitment efforts. Mr. Moore serves as President of the Center.

Mr. Sensley announced that Bayou Classic tickets for purchase by Board members were available in the Board's office until 5:00 p.m. on November 14.

The Board Members' complimentary Bayou Classic tickets were distributed during the meeting.

Mr. Sensley also noted that only Civil Service employees are prohibited by the State from any type of political involvement. Other employees are free to support the candidates of their choice. Mr. Sensley's statement was in response to a communication to the Board from a local politician.

Commendations were extended to Mr. Kent Smith for his efforts in getting students registered to vote.

AGENDA ITEM 12: ADJOURNMENT

On motion of Rev. Gant, seconded by Mr. Fontenot, the meeting was adjourned.


Secretary, S.U. Board of Supervisors


Chairman, S.U. Board of Supervisors