

Southern University Board of Supervisors  
10:00 A.M.

Saturday, September 23, 1995  
Board of Supervisors' Meeting 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. Patrick Fontenot.

The invocation was given by Mr. Carlos White.

BOARD MEMBERS PRESENT

Mr. Patrick Fontenot, Chairman  
Mrs. Nina H. Marchand, Vice Chairman  
Mr. Patrick Bell  
Mr. Warren Chretien  
Atty. Edselle Cunningham  
Ms. Mamye L. Hall  
Mr. Lawson Harvey

Mrs. Anne Z. Kiefer  
Mr. Willie T. Sensley, Sr.  
Mrs. Dorothy C. Scott  
Mr. Carlos White  
Dr. Jesse N. Stone, Jr.  
Mr. Frank Williams, Jr.

BOARD MEMBERS ABSENT

Rev. Joe R. Gant  
Mr. Allen J. Hamilton  
Dr. Andrea G. Jefferson

SYSTEM PERSONNEL ATTENDING

System President Dolores R. Spikes, Secretary to the Board  
System Vice Presidents Tolor White and Robert Johnson  
Chancellors J. Greene, R. Gex, B.K. Agnihotri, and M. Yates

Swearing in of Student Member for 1995 - 96

The student member for 1995-96, Mr. Carlos White, was administered the oath of office by Atty. Cunningham. Mr. White is the President of the Student Government Association on the Southern University - Shreveport/Bossier Campus.

In acknowledging his new role, Mr. White expressed optimism regarding his tenure on the Board. He introduced his parents and two brothers.

AGENDA ITEM 3: ADOPTION OF THE AGENDA

On motion of Mrs. Marchand, seconded by Ms. Hall, the agenda was adopted, as amended.

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Motion carried unanimously.

**AMENDMENTS:**

- Item 10A: Authorization to Chancellor to negotiate a contract with the Louisiana Office of Urban Affairs and Development for the Small Business Development Center, SUNO
- Item 10B: Recommendation for naming of track and field facility, SUBR
- Item 10C: Informational item: Articulation agreement for General Education courses between SUBR and SUSBO

**AGENDA ITEM 4: MINUTES OF THE AUGUST 26, 1995 BOARD MEETING**

On motion of Mr. Sensley, seconded by Ms. Hall, the Board approved the minutes of its August 26, 1995 meeting.

Motion carried unanimously.

**AGENDA ITEM 5: REPORT FROM THE SYSTEM AND THE CAMPUSES**

System

The following matters were reported by Dr. Spikes:

- ▶ A visit to Washington, D.C. to meet with officials to discuss critical national issues regarding higher education and to obtain an update on the status of federal legislation affecting higher education. Accompanying Dr. Spikes on this visit was Board member Patrick Bell.
- ▶ Attendance with Chairman Fontenot and Board member Frank Williams of at AGB Conference on leadership in Lake Forest, Illinois.

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Chairman Fontenot gave accolades to Chancellor Agnihotri on his receipt of the prestigious Israel Peace Medal on Sunday, September 10. Mr. Fontenot said that the Chancellor's honor was also an honor for the University and he read a letter from President Bill Clinton commending the Chancellor on his receipt of this award.

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Several members of the Board also expressed their congratulations to Chancellor Agnihotri for the honor he brought to the University through this international recognition.

**SULC**

After acknowledging the Board's commendations, Chancellor Agnihotri made the following report:

- ▶ The Law Center has been notified by the ABA that it is now in full compliance with all of its standards.
- ▶ The Law Center has addressed the ABA's amended standards and is in compliance.
- ▶ Fall enrollment figures are:

325 Students

63% African American  
37% White

57% Males  
43% Females

89% Residents  
11% Non-Residents

125 Entering Students

55% Male  
45% Female

67% African American  
33% White

**SUBR**

Chancellor Yates' report indicated that:

- ▶ The SGA President, Mr. Keenon Wilborn, will assume a seat on the Board of Regents in the coming week.



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- ▶ Senator J. Bennet Johnston has announced the awarding of a grant to SUBR to the Science and Engineering Alliance, chaired by the Chancellor. The grant will extend over a 5 year period.
- ▶ He traveled to Washington, D.C. to meet with Senator Johnston to get his support of legislation of funds for the HESEC program.
- ▶ Collaborative efforts have been established between SU and LSU on substance abuse and violence.
- ▶ The Laboratory School's classrooms are being computerized, as have been the labs, library and administrative offices. The school's academic and athletic records have produced a waiting list of students seeking enrollment at the school.
- ▶ The 1995 Fall enrollment of over 10,368 is the second largest in the University's history.

SUNO

Chancellor Gex reported that the SUNO Foundation's annual banquet held on September 22 was a success. The funds generated through this activity will be used for student scholarships. He also distributed copies of an article featuring Miss SUNO.

SUSBO

Chancellor Greene acknowledged the Board's participation in the Alumni gala on August 25 which he attributed to its success in increasing the number of paid members in the Shreveport Alumni Chapter to 105.

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The Board's commendations were offered to Chancellor Gex for the success of the Foundation's Gala; and to Chancellor Yates for the Honors' College pinning Ceremony on September 22.

Board members Marchand, Hall, Scott, Kiefer and Jefferson were commended for their participation in the SUBR Women's Conference on September 15.

The Board was also advised that funds in the amount of \$155,048 were raised during the annual radiothon. Q-106 and WXOK radio stations will be formally recognized by the University for contributing 12 hours of airtime to the radiothon during the pre-game activity tonight. The presentation of the ceremonial check will also be made at that time.

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**AGENDA ITEM 6: COMMITTEE REPORTS**

**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. Sensley, the Board accepted the Committee's recommendation and adopted the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the recommendation for the appointment of Dr. Marvin Grant as Interim Assistant Vice Chancellor for Academic Affairs/Professor Education at Southern University - Baton Rouge for the period of August 9, 1995 to September 30, 1995 (Form 4A) be and it is hereby approved.

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On motion of Dr. Stone, seconded by Atty. Cunningham, the Board accepted the Committee's recommendation and adopted the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the recommendation for the appointment of Dr. Marvin Grant as Interim Assistant Vice Chancellor for Academic Affairs/Professor Education at Southern University - Baton Rouge for the period of October 1, 1995 to June 30, 1996 (Form 4B) be and it is hereby approved.

The fiscal year salary for this position is \$60,000.

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On motion of Dr. Stone, seconded by Ms. Hall, the Board accepted the Committee's recommendation and adopted the following resolution.

Motion carried unanimously.



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**RESOLVED** by the Board of Supervisors for Southern University that personnel recommendations as evidenced on forms listed below be and they are hereby approved.

- S.U. System: Forms 1 - 8
- SUBR: Forms 9 - 48e
- SULC: Form 49
- SUNO: Forms 50 - 53
- SUSBO: Forms 54 - 57
- Coop. Ext. Service: Forms 58 and 59

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

Motion carried unanimously.

The Board recognized Dr. Marvin Grant who was appointed as Interim Assistant Vice Chancellor for Academic Affairs/Professor of Education at Southern University - Baton Rouge.

The Board also recognized Dr. Lovenia DeConge-Watson who was appointed as Director of the Center for Minorities in Science, Engineering and Technology at the System level. Dr. Watson provided a brief report on the Center.

**EXECUTIVE COMMITTEE**

The Committee's report was presented by the Chairman, Mr. Patrick Fontenot.

The Committee postponed action on the request for a hearing of her grievance appeal by Ms. Joyce Plummer, SULC, due to the recent and tragic death of her brother.

The matter will be considered during the Board's regular meetings in October.

The Chairman extended the Board's condolences to the Plummer Family.

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On motion of Ms. Hall, seconded by Mrs. Marchand, the Board approved the report of the Executive Committee.

Motion carried unanimously.

**FACILITIES, PROPERTY AND GROUNDS COMMITTEE**

The Committee's report was presented by the Vice Chairman Atty. Edselle Cunningham.

On motion of Atty. Cunningham, seconded by Ms. Hall, the Board accepted the Committee's recommendation and approved the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the request from the SUBR Administration for approval of a small capital project - a telecommunications/data backbone and premises distribution system - be and it is hereby approved.

The expected completion date for the project is April 1996.

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On motion of Atty. Cunningham, seconded by Mr. Bell, the Board accepted the Committee's recommendation and approved the following resolution.

Motion carried unanimously.

**RESOLVED** that the Board of Supervisors for Southern University vehemently and actively endorses greater participation by and more frequent selection of the System's graduates to complete capital outlay projects and as providers of the goods and services sought by the State of Louisiana to fulfill the needs identified in its capital outlay and other bidding processes, especially when such projects are identified for completion on the campuses of any of the institutions comprising the Southern University System.

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**BE IT FURTHER RESOLVED** that the Chairman of the Southern University Board of Supervisors and the President of the Southern University System are hereby empowered by this body to present a copy of this resolution to the Honorable Governor of the State of Louisiana and to the Division of Administration to make known this Board's resolve that graduates of Southern University System institutions be given increased consideration for receiving contracts for capital outlay projects and contracts for goods and services especially when such projects and contracts for goods and services are to be provided to entities of the Southern University System.

The Board discussed other means of calling attention to the need for University graduates' participation in the capital outlay process. Suggestions included contact with area legislators, especially those currently seeking re-election and the implementation by Southern University of workshops and seminars to educate minority contractors on how to enhance their participation in the process. Mrs. Marchand and Messrs. Bell and William offered their assistance in implementing these seminars.

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On motion of Atty. Cunningham, seconded by Mr. Bell, the Board approved the report of the Facilities, Property and Grounds Committee.

**AUDIT COMPLIANCE AND REVIEW COMMITTEE**

The Committee's report was presented by the Chairman, Mrs. Nina H. Marchand.

The Committee met in an executive session to discuss a personnel matter regarding the Internal Auditor's Office. There was no recommendation from the Committee.

On motion of Mrs. Marchand, seconded by Mrs. Scott, the Board approved the report of the Executive Committee.

Motion carried unanimously.

**BYLAWS AND REGULATIONS COMMITTEE**

The Committee's report was presented by the Chairman, Atty. Edselle Cunningham.



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On motion of Atty. Cunningham, seconded by Mrs. Scott, the Board accepted the Committee's recommendation and adopted the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for the Southern University System that the proposed changes to the Bylaws and Regulations be and they are hereby approved.

Motion carried unanimously.

The affected sections of the Bylaws and Regulations shall now read as follows:

**ARTICLE VIII  
RIGHTS, DUTIES AND RESPONSIBILITIES  
OF THE FACULTY**

**Page 17 (Bylaws)**

**Section 5. Tenure of Faculty**

All appointees to the academic staff normally shall serve a probationary period before they can be evaluated for and granted tenure. Tenure is not employment for a specified term; rather, it is the right to continue employment, subject to dismissal for cause. The President, with the advice of faculty representatives and administrative officers, shall cause to be developed and maintained procedures and criteria whereby tenure is acquired by members of the academic staff, consistent with the tenure policy adopted by the Louisiana State Board of Regents. Tenure may be awarded to academic staff members with the rank of Assistant Professor or above who have earned at least the master's degree in the discipline in which they instruct or meet other established criteria for tenure.

No administrative position is tenured. The provisions of tenure apply to full-time faculty members who hold administrative positions with respect to their academic rank and not their administrative capacities.

Any appointment, whether temporary, probationary, or tenured, may be terminated for cause. However, dismissal for cause carries with it the right to a hearing in accordance with principles of due process and accepted academic practice.

CHAPTER II  
PERSONNEL ACTIONS:  
RANKS, PROMOTIONS,  
APPOINTMENTS AND TENURE

Page 41 (Regulations)  
Section 2-9. Tenure

The traditional protection afforded by tenure against unwarranted dismissal of teachers has validity. Tenure is not, nor should it be, a shield for mediocrity, incompetence, or academic irresponsibility. Tenure must be earned, not given. The University subscribes to the principles of tenure for academic staff as set forth in the following statement of the American Association of University Professors:

*"Tenure is a means to certain ends; specifically: (1) Freedom of teaching and research and of extramural activities and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society."*

The following provisions for tenure, which are in accord with those adopted by the Board of Regents, shall be observed:

- A. The Board of Supervisors has the ultimate responsibility for employing academic personnel and for awarding or denying tenure to academic personnel. The precise terms and conditions of every appointment shall be stated in writing and be in the possession of both institution and employee before the appointment is consummated.
- B. Indeterminate tenure shall be earned by full-time academic personnel with respect to academic rank only.
  - 1. Administrators shall not earn tenure, except in their capacity as members of the faculty.
  - 2. Faculty members at the rank of instructor shall be on annual appointment and shall not be eligible for tenure.



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3. Assistant professors, or the equivalent, shall be eligible for tenure after serving the established probationary period. (See C below.)
  4. Faculty members promoted to the rank of associate professor, professor, or equivalent shall be awarded indeterminate tenure and shall be formally notified in writing within ninety (90) days of Board action.
  5. Faculty members initially employed at the rank of associate professor or equivalent shall serve a probationary period of three years, except at Southern University - Baton Rouge, where the probationary period will be four years.
  6. Faculty members initially employed at the rank of professor or equivalent shall serve a probationary period of two years, except at Southern University - Baton Rouge, where the probationary period will be four years.
  7. Faculty members appointed to the rank of professor or associate professor, while being paid from a grant or contract for services, may be granted limited tenure, not exceeding the duration of the grant or contract.
  8. Faculty members appointed to a probationary rank after serving a minimum of five years of continuous service in a non-probationary, full-time rank at Southern University, shall be eligible for tenure after serving a probationary period of at least two years, but not more than four years.
- C. Full-time academic personnel below the rank of associate professor or equivalent shall serve a probationary period not to exceed seven years of continuous service. For the purpose of computing continuous service during the maximum seven-year probationary period, service at all ranks shall be included, subject to Paragraph B.8. of this Section above. Leaves approved by the Board may be included in individual cases at the discretion of the Board.
1. At the end of the first year of continuous service, such faculty members shall be evaluated for the purpose of determining eligibility for tenure.



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2. At the end of the sixth year, the faculty member shall be evaluated and the results provided to that individual. In the event tenure is to be denied to an assistant professor, twelve (12) months written notice of termination shall be given. In the event tenure is to be awarded, affected faculty members shall be informed in writing.
  3. For the purpose of the probationary period, credit shall be given for prior service within the Southern University System. Credit may be given for prior service at other institutions at the discretion of the Board.
  4. Recommendations of those who are to be considered for tenure shall originate in the various academic departments, with tenured faculty and department chairmen initiating the recommendations. Final authority for granting or denying tenure shall rest with the Board.
- D. Tenured faculty members shall retain their status until they retire, resign, or are terminated for cause or as a result of financial exigency or discontinuance of their program or department. Tenured faculty who face termination or who have been terminated due to program or departmental discontinuance, should be given preference among the field of candidates for appointment to other faculty positions for which they are appropriately qualified, all other factors being equal.
- In instances of financial exigency, tenured faculty members shall be governed by the existing policies for prioritizing employees during retrenchment.
- E. The provisions of this policy shall not be retroactive.
1. All persons holding tenure on the effective date of this policy shall retain their tenure.
  2. This policy shall in no way affect any rights acquired by any person employed by Southern University prior to the effective date of this policy.
- F. Faculty members not recommended for tenure shall have a right to appeal. The President, with the advice and recommendation

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of the Chancellor and faculty representatives of each campus, shall cause to be developed and implemented a procedure for such appeals on each campus. The appeal procedures adopted for each campus shall be recommended by the President to the Board of Supervisors for approval.

- G. Within ninety (90) days of the effective date of this policy, each tenured faculty member in each affected institution shall be notified of his tenured status. Within the same period, each non-tenured faculty member shall be informed of his non-tenured status and shall be informed of existing tenure policy affecting him.

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On motion of Atty. Cunningham, seconded by Ms. Hall, the Board adopted the following resolution.

Motion carried unanimously. Roll call vote: 12 yeas, 0 nays, 0 abstentions.

**RESOLVED** by the Board of Supervisors for Southern University that the recommended changes to the Bylaws and Regulations be approved with an effective date of October 1, 1995 at which time all applications for and matters related to tenure and promotion affected by this action shall be subjected to these newly approved provisions.

**FURTHER RESOLVED** that any where policy, rule, regulation, etc. of the Southern University System is in conflict with these changes, these parts, as revised, shall take precedence.

On motion of Atty. Cunningham, seconded by Mrs. Scott, the Board adopted the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the President, in consultation with legal counsel, is hereby authorized to make all changes to the Board's rules and regulations that are affected by the Bylaws and Regulations changes and all faculty handbooks and other personnel handbooks, policies, rules, regulations, etc. that are hereby affected shall be appropriately revised and all persons affected by these actions shall be duly notified by the President and/or the Campus Chancellors.



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**FURTHER RESOLVED** that in cases where the new policy might adversely affect faculty who are applying for tenure this year, the old policy may be applicable during this process.

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On motion of Atty. Cunningham, seconded by Mr. Harvey, the Board approved the report of the Bylaws and Regulations Committee.

Motion carried unanimously.

**AGENDA ITEM 7: SPECIAL MEALS AND MISCELLANEOUS TRAVEL BUDGETS, SYSTEM**

On motion of Ms. Hall, seconded by Mrs. Marchand, the Board approved the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the special meals and miscellaneous travel budgets for the Southern University System units be and they are hereby approved.

**AGENDA ITEM 8: TUITION DISCOUNTS FOR 1995 FALL SEMESTER, SUBR**

On motion of Mr. Bell, seconded by Mrs. Marchand, the Board adopted the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the 1995 Fall Semester tuition discounts for employees and their spouses or dependents at Southern University - Baton Rouge be and they are hereby approved.

**AGENDA ITEM 9: RESOLUTIONS**

On motion of Ms. Hall, seconded by Mr. Harvey, the Board approved the following resolution.



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Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that resolutions of condolences be tendered to the families of persons named below.

Motion carried unanimously.

- Mrs. Augustine Burris
- Mr. William Adams
- Mr. Henry Styles
- Mr. Samuel Plummer

**AGENDA ITEM 10: OTHER BUSINESS**

- a. Authorization to Chancellor Gex to negotiate contract for Small Business Development Center, SUNO

On motion of Atty. Cunningham, seconded by Mrs. Marchand, the Board adopted the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that Chancellor Gex be and he is hereby authorized to negotiate a contract with the Louisiana Office of Urban Affairs and Development Center for the Small Business Development Center at Southern University at New Orleans.

- b. Recommendation for naming track and field facility, SUBR

By unanimous consent, the following resolution was adopted by the Board.

**RESOLVED** that the Board of Supervisors for Southern University do hereby proclaim September 23, 1995 as the date to celebrate the long-awaited dedication of the Southern University Outdoor Track.

**FURTHER RESOLVED** that, in honor of Mr. Roscoe James Moore, a distinguished son and world renowned supporter of Southern University and A & M College whose service to his Alma Mater has been a source of inspiration for the students of Southern University and others throughout this university and this State, the Board

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of Supervisors do hereby declare that this track facility shall be named, "The Roscoe James Moore Track and Field" at the A.W. Mumford Stadium, the home of the mighty fleet-footed enduring Jaguars of Southern University.

Dr. Yates announced that the ceremony naming the track and field facility would be held during the pre-football game activities tonight in A.W. Mumford Stadium.

**AGENDA ITEM 10C: ARTICULATION AGREEMENT FOR GENERAL EDUCATION  
COURSES BETWEEN SUBR AND SUSBO**

The Board was advised that an articulation agreement was developed by the Vice Chancellors for Academic Affairs on the two campuses, Drs. William Moore (SUBR) and Anthony Molina (SUSBO).

Several features of the agreement were explained by Dr. Moore. He advised that in addition to matching courses on the two campuses, four commitments have been made:

- ① SUBR will commit 10 non-competitive scholarships to students from the Shreveport campus
- ② Students will be allowed to take at least three courses at SUSBO that will be counted on the SUBR campus through some type of distance learning program, i.e., Internet or Video Conferencing
- ③ Registration for SUSBO students will be facilitated through the use of a SUBR Home Page in which students can go through the Internet's World Wide Web; and
- ④ Students will be able to complete the SUBR community service requirement while remaining at SUSBO

Vice Chancellor Molina advised that the purpose of an articulation agreement is to facilitate the transfer of students from one level to another level of education. The commonality in the general education courses existing between the Southern University campuses form the first part of the agreement. By the end of this semester, the full articulation will be completed, including the matching of course requirements for the degree programs.

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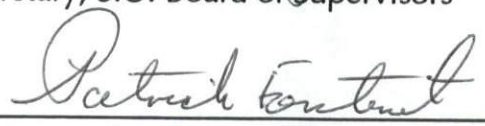
Announcement

The Chairman announced that October meeting schedule was changed from October 20 - 21 to October 20.

**AGENDA ITEM 11: ADJOURNMENT**

On motion of Mr. Harvey, seconded by Mrs. Marchand, the meeting was adjourned.

  
Secretary, S.U. Board of Supervisors

  
Chairman, S.U. Board of Supervisors