

Academic and Faculty Affairs/  
Personnel Policy Committee  
1:30 P.M.  
Friday, July 26, 1996  
Board of Supervisors' Meeting Room  
Southern University - Baton Rouge

**MINUTES**

The meeting of the Academic and Faculty Affairs/Personnel Policy Committee was convened by the Vice Chairman, Dr. Andrea G. Jefferson. The invocation was given by Rev. Gant.

**COMMITTEE MEMBERS PRESENT**

Mr. Lawson Harvey, Chair  
Dr. Andrea G. Jefferson, Vice Chair  
Rev. Joe R. Gant  
Mrs. Dorothy C. Scott  
Dr. Jesse N. Stone, Jr.  
Mrs. Nina H. Marchand, Ex officio

**COMMITTEE MEMBERS ABSENT**

Mr. Patrick Fontenot  
Mr. Lawson Harvey  
Mr. Frank Williams, Jr.

**OTHER BOARD MEMBERS ATTENDING**

Mr. Patrick Bell  
Mr. Warren Chretien  
Atty. Edselle Cunningham  
Ms. Marnye L. Hall  
Mr. Allen J. Hamilton  
Mrs. Anne Z. Kiefer  
Mr. Willie T. Sensley, Sr.  
Mr. Carlos White

**UNIVERSITY PERSONNEL ATTENDING**

President Dolores R. Spikes  
Vice Presidents Tolor E. White and Robert Johnson  
Chancellors B.K. Agnihotri, Jerome Greene, Robert Gex, and Marvin Yates

**AGENDA ITEM 3: ADOPTION OF THE AGENDA**

On motion of Mr. Bell, seconded by Mr. Chretien, the agenda was adopted, as amended.

Motion carried unanimously.

**AMENDMENTS:**

Item 5: Corrected personnel action form reflecting a change in recommended salary

Item 11A: 1996-98 Academic Calendars, Campuses and Law Center

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**POINTS OF PERSONAL PRIVILEGE - REV. JOE GANT AND MR. WILLIE T. SENSLEY, SR.**

Rev. Gant asked the Board Chair to provide to him in writing the Board's policy or procedures governing Board Members' attendance at Conferences.

Mr. Sensley requested that in the future, the Board Chair would entertain personal privilege requests by Board members prior to the convening of Committee meetings.

**AGENDA ITEM 4: PERSONNEL RECOMMENDATIONS**

On motion of Mr. Bell, seconded by Mr. Chretien, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED by the Board of Supervisors for Southern University that the personnel recommendations evidenced by forms 1 - 6 for the S.U. System be and they are hereby approved.**

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A motion was offered by Mr. Sensley and seconded by Mrs. Marchand, that the Committee approve Forms 7 - 82 for Southern University - Baton Rouge.

On a substitute motion by Mr. Bell, seconded by Mr. Chretien, the Committee recommends to the Board the adoption of the following resolution.

Motion carried. Atty. Cunningham did not vote.

**RESOLVED by the Board of Supervisors for Southern University that personnel recommendations evidenced by forms 7 - 10; 12 - 82 and form 11 except line item 6 for**

**Southern University - Baton Rouge be and they are hereby approved.**

Dr. Spikes withdrew her recommended approval of Form 11, SUBR.

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On motion of Mrs. Kiefer, seconded by Mrs. Marchand, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED by the Board of Supervisors for Southern University that personnel recommendations evidenced by forms 83 - 104 for Southern University at New Orleans be and they are hereby approved.**

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On motion of Mr. Sensley, seconded by Mrs. Marchand, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED by the Board of Supervisors for Southern University that personnel recommendations, evidenced by forms 105 - 107 for Southern University - Shreveport Campus be and they are hereby approved.**

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On motion of Mr. Sensley, seconded by Mrs. Marchand, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED by the Board of Supervisors for Southern University that late submitted personnel recommendations evidenced by the following forms be and they are hereby approved.**

- SUBR: Forms 108 - 110
- SUNO: Forms 111 - 113

**Additional Personnel Recommendations. SUBR and SUNO**

On motion of Rev. Gant, seconded by Mr. Sensley, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED by the Board of Supervisors for Southern University that the following personnel recommendations be and they are hereby approved.**

- SUBR: Forms 82a - 82n
- SUNO: Forms 104a - 104c

**Late Submissions**

- SUBR: Forms 110a and 110b

A lengthy discussion ensued relative to submission of late Personnel Action Forms ( PAFs) to the Board.

During the discussion, a motion was offered by Mr. Sensley, and seconded by Mrs. Marchand, that the Committee approve the late PAFs and recommend to the Board a policy that would allow for the submission of late PAFs to be placed on the agenda for discussion at the next meeting as "Unfinished Business." At that time, the explanation for the lateness of the PAFs would be given.

The motion was withdrawn.

A similar motion was offered by Mr. Sensley. The motion died for lack of a second.

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Mr. Bell recommended that the following item be submitted by the Board Chair to the Bylaws and Regulations Committee to be considered for recommendation as a Board policy.

"When PAFs are approved by the President, those persons shall be authorized to begin work on a temporary basis until the Board acts on the form. The Board shall then ratify the President's action and approve or disapprove the PAF. If the PAF is disapproved, the person shall be immediately terminated from the position."

**AGENDA ITEM 5: VICE CHANCELLOR FOR RESEARCH AND STRATEGIC  
INITIATIVES/TENURED PROFESSOR OF CHEMISTRY, SUBR**

On motion of Ms. Hall, seconded by Mrs. Scott, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the Administration's recommendation to employ Dr. Robert Ford as Vice Chancellor for Research and Strategic Initiatives and tenured professor of Chemistry be and it is hereby approved.

**FURTHER RESOLVED** that the recommended effective date of August 1, 1996 and the annual salary for the position of \$80,000.00 be and they are hereby approved.

**AGENDA ITEM 6: NAME CHANGE AND REORGANIZATION FOR THE COLLEGE OF AGRICULTURE AND HOME ECONOMICS, SUBR**

Withdrawn.

**AGENDA ITEM 7: NAME CHANGES, BEHAVIORAL SCIENCES DIVISION, SUSBO**

On motion of Mrs. Scott, seconded by Ms. Hall, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors that the following program name changes in the Behavioral Sciences Division at Southern University - Shreveport/Bossier be and they are hereby authorized to be submitted to the Board of Regents for approval.

- **Mental Health/Mental Retardation Program to Health and Human Services Program**
- **Associate of Science Degree in Mental Health/Mental Retardation to Associate of Science Degree in Health and Human Services**
- **Hotel/Motel and Restaurant Management Associate Degree Program combined with the Tourism/Travel Management Associate Degree Program to form new program entitled Hospitality Industry Associate Degree Program.**
- **Associate of Science in Business Administration/Business management with a concentration in Hotel/Motel Restaurant Management to Associate of Arts Degree in Hospitality Industry with a concentration in Hotel/Motel and Restaurant Management.**

- **Associate of Arts Degree in Behavioral Sciences with a concentration in Tourism/Travel to Associate of Arts Degree in Hospitality Industry with a concentration in Tourism/Travel.**

#### **AGENDA ITEM 8: NEW ACADEMIC PROGRAMS, SUSBO**

On motion of Mr. Bell, seconded by Rev. Gant, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the following new academic programs be and they are hereby authorized, contingent upon identification and availability of funds and approval of the Board of Regents.

- **Certificate/Associate of Arts Degree in Substance Abuse Counseling**
- **Certificate/Associate of Applied Science Degree in Criminal Justice/Administration**
- **Certificate/Associate of Science Degree in Public Administration**

#### **AGENDA ITEM 9: DENIALS OF TENURE AND PROMOTION**

On motion of Mr. Bell, seconded by Mrs. Kiefer, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED** that the Board of Supervisors for Southern University do hereby approve the Administration's recommendation to deny tenure and/or promotion to persons listed below at SUBR and SUNO.

#### **SUBR**

<b>Shrivastava, Rajendra K.</b>	-	<b>Computer Science</b>
<b>Blakes, Rose Powell</b>	-	<b>Speech Pathology</b>
<b>Gooden, Robert</b>	-	<b>Chemistry</b>
<b>Toerner, Michael</b>	-	<b>Accountancy</b>
<b>Esedo, Kingsley</b>	-	<b>Political Science</b>
<b>Thomas, Jeffrey</b>	-	<b>Mathematics</b>
<b>Uddin, Mohammed</b>	-	<b>Architecture</b>
<b>Rawls, Willie</b>	-	<b>Vocational Education</b>
<b>Huang, Chun L.</b>	-	<b>Engineering Technology</b>

Sozen, Mehet	-	Mechanical Engineering
Rambabu, Bobba	-	Physics
O'Rourke, Kenneth	-	Behavioral Studies
Lowe, Milton	-	History
Suleiman, Ahmad	-	Chemistry
Fazely, Ali	-	Physics
Albert, Harry	-	Behavioral Studies
Joseph, Mary	-	English
Lam, Pui-Man	-	Physics
Trahan, Gussie	-	Behavioral Studies
Lawson, Huey K.	-	Civil Engineering
Johnson, Kathryn W.	-	Library

**SUNO**

King, Valeria	-	Fine Arts
Leary, Guillarne	-	Psychology

Ms. Deborah Cains' name was deleted because her appeal is still in progress.

**AGENDA ITEM 10: SCHEDULES AND CHECKLIST FOR SUBMISSION OF HIGHER  
EDUCATION DESEGREGATION REPORTS**

The Committee was given a schedule and checklist of dates by which the Administration should submit Higher Education Desegregation Reports to the Board during 1996-97. (*Informational only*)

**AGENDA ITEM 11: OTHER BUSINESS**

a. 1996 - 98 Academic Calendars, Campuses and Law Center

On motion of Ms. Hall, seconded by Mrs. Scott, the Committee recommends to the Board the adoption of the following resolution.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that the 1996-98 academic calendars submitted by the three campuses and the Law Center be and they are hereby approved.

**AGENDA ITEM 12: ADJOURNMENT**

On motion of Rev. Gant, seconded by Ms. Hall, the meeting was adjourned.

  
Secretary, S.U. Board of Supervisors

  
Chairman, S.U. Board of Supervisors