

Southern University and A&M College System
BOARD OF SUPERVISORS MEETING
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana
9 a.m.
Friday, February 23, 2018

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Mrs. Ann A. Smith. The invocation was given by Reverend Dr. Andra Johnson, Vice Chancellor for Research and Technology Development at the SU Agricultural Research and Extension Center at SUBR and pastor of the Mount Carmel Baptist Church of Baton Rouge, Louisiana.

PRESENT

Mrs. Ann A. Smith, Mr. John Barthelemy, Atty. Tony Clayton, Dr. Leroy Davis, Mr. Armond Duncan, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, Jr., Rev. Donald R. Henry, Mr. Richard Hilliard, Atty. Patrick Magee, Atty. Domoine Rutledge, Mr. Michael Small, Dr. Leon R. Tarver II, Rev. Samuel C. Tolbert and Dr. Rani Whitfield

ABSENT

Atty. Pat Magee, Rev. Samuel Tolbert, and Dr. Rani Whitfield

UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Katara Williams, Executive Vice President/Executive Vice Chancellor James Ammons, Vice President for Finance and Business Affairs Flandus McClinton, Vice President for Strategic Planning, Policy and Institutional Effectiveness Vladimir Appeaning, Vice President for External Affairs Robyn Merrick, Chancellors Lisa Mims Devezin (SUNO), Bobby Phills (SUAREC), Rodney Ellis (SUSLA), and John Pierre (SULC).

BOARD COUNSEL

Attys. Winston DeCuir, Jr., and Tracie Woods

Mrs. Smith made the following announcements. List of committees and the Schedule of Meetings of the Board that also listed additional important dates.

The new Chief of Police for the city of Baton Rouge Mr. Murphy Paul was in attendance at the meeting and spoke to Board members about his vision for the Police Department and his desire to work collaboratively with the University.

ACADEMIC AFFAIRS COMMITTEE

Friday, January 5, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

Board Chair Mrs. Ann A. Smith announced the convening of the Academic Affairs Committee.

Academic Affairs Committee Chair Dr. Curman Gaines called the committee meeting to order.

Present: Dr. Curman Gaines, Dr. Leon R. Tarver II, Dr. Leroy Davis, Atty. Tony M. Clayton, Rev. Joe R. Gant, Jr., Mr. Armond Duncan and Mrs. Ann A. Smith

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Rev. Gant and seconded by Dr. Tarver the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: SPECIAL PRESENTATION

Chancellor John Pierre of the SU Law recognized the donation by retired Professor Winston Riddick in honor of the late Jesse N. Stone, Jr. He stated that Professor Riddick has been a supporter of the University and has played an integral part of the SU Law Center for the last 50 years. He has been involved in many important events at Southern University. Professor Riddick spoke about Dr. Stone and his role in the history of Southern University and their friendship.

To honor Dr. Stone, Professor Riddick and his wife is contributing funds to establish a program at the law center for law students to have internships in government and law firms so that they can apply what they are learning in the classroom. The program will carry on the legacy of Dr. Stone. Chancellor Pierre also recognized 3rd year law students Ms. Melancon and Ms. Woods argued at the Louisiana Supreme Court and were successful in winning a supreme court decision affecting the rights of individuals who are in prison subject to a statute that was employed to change their sentences retroactively.

Dr. Tarver made comments thanking Professor Riddick and his wife for the gift in honor of Dr. Stone.

Atty. Clayton made comments also thanking Professor Riddick for the support of students and the University and stated that he would also match Professor Riddick's \$20,000 donation.

Dr. Leroy Davis also made comments about experiences shared with Dr. Stone who was a very close friend.

Chancellor Pierre also recognized Dr. Rachel Emanuel and Ms. Carla Ball on publishing a new book on the history of the Southern University Law Center. Signed copies of the book were distributed to members of the Board.

Dr. Emanuel spoke about the process of developing the book along with Ms. Carla Ball and the SULC committee.

AGENDA ITEM 6: INFORMATIONAL ITEMS

A. Dual Enrollment: An Overview of the Southern University System

Committee Chair Curman Gaines stated that he attended a meeting at the Board of Regents in December of 2017 where a report on the dual enrollment program at the University was shared. He stated that the data showed very low participation when compared to other Universities in the state. Dr. Gaines stated that Executive Vice Chancellor/Executive President Dr. Ammons to present an overview of the dual enrollment program at the University. He began by defining dual enrollment. He explained that student eligibility requirements have been revised to be instituted Fall 2018 with the exception of the increased GPA which will be effective Fall 2019.

Dr. Ammons reviewed dual enrollment across the SU System assessing the operations and impact on the state using LA Board of Regents data. He offered recommendations and next steps.

Dr. Ammons stated that we have an opportunity to become a major player in dual enrollment and to improve our position as it relates to dual enrollment.

Dual enrollment must become an integral part of the strategic plan. Effective policies and efficient processes must be developed implemented and maintained at each a consistent data collection process to provide a baseline for dual enrollment data. Increase the number of schools participating in dual enrollment. Implement a PR campaign, monitor the progress of dual enrollment students at each campus. Ensure support services are available Quality customer services and put more dual enrollment on line.

Each campus must present a strategic implementation plan for increasing the number of dual enrollment students due by March 21, 2018.

Campus operations of dual enrollment will be assessed annually through annual reports that will be submitted to the Executive Vice President/Executive Vice Chancellor along with the Office of Policy, Planning, and Institutional Effectiveness.

Dr. Davis stated that the SUBR campus could learn from SUNO and SUSLA campuses as it relates to the increased numbers of students participating.

In response to the statistics regarding dual enrollment participation at the SUBR campus, Atty. Clayton stated that it is embarrassing and he is hopeful that Dr. Belton's new team of administrators will be able to improve the program.

Atty. Rutledge asked about the number of dual enrollment agreements that the campus currently has in place. EVP Ammons stated that he would have the data to present to the Board. He also stated that he would like continual reports and updates on how dual enrollment is being improved. He also stated that he would definitely like to see a larger outreach to students in the EBR parish school system.

Mr. Barthelemy stated that the key to increase dual enrollment participation is to develop relationships with the public and private school systems.

Mr. Raymond Fondel asked whether the dual enrollment students can take the courses to other Universities. Dr. Ammons stated that the course could be transferrable to any other institution.

Board Chair Mrs. Ann Smith thanked Dr. Gaines for bringing the information to the University so that the concern can be addressed.

Atty Clayton stated that we institute some kind of relationship with guidance counselors in the high school. Because students are being misdirected. Invite them to the campus to share information about the University

B. Retention Update

The retention update was given by Dr. Alex Appeaning and represents the institutional response to the request from Board Member Richard Hilliard. Mr. Hilliard wanted to know the students who were retained and maintained the same major he also wanted to know the number and percentage of students that were retained but changed majors.

Dr. Appeaning stated that data from the Office of Planning and Assessment was used to prepare the report for SUBR. Studies will be replicated at the SUNO and SUSLA campuses.

Dr. Appeaning presented four major findings:

1. Overall retention for SUBR increased by 1.2% when comparing the Fall 2016 to Fall 2015
2. At SUBR Retention in the same major increased by 3.1% Fall 2016 to Fall 2015
3. At SUBR, the percent that changed major decreased by 1.8% when comp Fall 2016 to Fall 2015

4. Overall no shows decreased by 1.2%

Atty. Clayton applauded the report and commended Dr. Belton for the work that is being presented by the administrative staff.

Atty. Rutledge stated that he agreed with Atty. Clayton and commended Dr. Appeaning for the work presented.

Atty. Rutledge stated that he received an email with an attachment that contained the admission requirements but did not have information about conditional admissions policy and how is that information being communicated to students. He pointed out that students that do not quite make the established ACT score of 20 are often the students that enroll at Southern.

Dr. Belton stated that the conditional admissions policy is not advertised just as the ability to admit students as an exception is not published. The conditional admissions policy is highlighted on the website.

Dr. Tarver asked if there was a way to identify the students who fall into the category of conditional admissions. Dr. Belton stated that the students can be identified. Dr. Tarver suggested a direct communication to the students to let the student know that the University is interested in admitting them.

Mr. Barthelemy stated that some of the concerns would be addressed in the dual enrollment process. Because the student must show proof that they are addressing their deficiencies.

Mr. Fondel stated that the University must communicate better with the students. He also asked whether there is a plan to decrease the number of no-shows. Dr. Appeaning stated that some Colleges are performing better than others but there is room for improvement in others. He said the data will be shared with the chief academic officer Dr. Ammons and also with the Deans of the various colleges.

Dr. Davis asked that during the March Board meeting, Board members receive an update on the Freshman Academy and how it will be implemented.

Dr. Ammons wants to take a wholistic approach and stated that he wants to track every student.

Atty Clayton asked that a group of Board members along with the SGA President to re-work the website so that it is more interactive. Board member Hilliard stated that the “apply” button is difficult to find and should be placed more prominently on the web page.

Mr. Duncan expressed similar sentiments about the fact that the University is on the right track.

Mrs. Smith asked that Dr. Belton allow Dr. Appeaning prepare an update on the SACS Policy on policies that set the template for future Board policies and also to provide a review of Section 4 of the 2018 SACS principles.

AGENDA ITEM 7: OTHER BUSINESS

Mr. Alfred Harrell, CEO of the Southern University System Foundation presented information to Board members about the Foundation's 1880 Society. The fund was established in 2012 by donors who wanted to establish a culture of philanthropy at the University. The fund has generated \$1.8 million dollars in revenue, which is used for faculty development, student scholarships, and capital improvements. There are two membership levels: subscribing members who donate \$1,000 annually and also founding members which contribute a one-time \$5,000 donation.

Mr. Harrell introduced new leadership for the Foundation Board. Mr. Fred Banks was elected as president and chairman, Judge Luke Lavergne was elected treasurer, and Mrs. Allison Young, Vice Chair and Vice President

Rev. Gant asked the method used to select members of the Foundation Board? He stated that it is done through the nominating committee process.

How are persons selected to serve on the Foundation's Board. Mr. Harrell stated that it is done through the nominating committee process.

AGENDA ITEM 8: ADJOURNMENT

Upon the motion by Rev. Gant and seconded by Dr. Tarver the Academic Affairs Committee adjourned

Motion passed.

ATHLETICS COMMITTEE

(Following the Athletics Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

Athletics Committee Chair Atty. Tony Clayton called the committee meeting to order.

Present: Atty. Tony Clayton, Mr. Raymond Fondel, Rev. Donald R. Henry, Atty. Rev. Joe R. Gant, Jr., Mr. Armond Duncan and Mrs. Ann A. Smith

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Rev. Henry and seconded by Rev. Gant the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEMS

A. Approval of Employment Contract Extension for Director of Athletics

Atty Clayton stated that Athletic Director Roman Banks has navigated the University through NCAA issues and he has improved the Academic Progress Rate (APR) of the athletes. Dr. Belton also offered support to Mr. Banks stating that all 15 athletic programs are eligible for post-season play, which is the first in the program's history. Mr. Banks also earned a \$900,000 grant to support the program and has increased corporate sponsorships and his leadership continues to improve the athletic program.

Upon the motion by Mr. Fondel and seconded by Mrs. Smith the contract extension for director of athletics was recommended for approval.

B. Approval of Resolution to Explore the Establishment of a Football Program at Southern University

Board member Fondel stated that he has been having conversations about the implementation of a football program at the Shreveport campus for more than a year and said that the program could be used to increase enrollment.

SUSLA Chancellor Ellis stated that individuals in the community have been inquiring about a junior college football program at SUSLA. Neighboring states have vibrant junior college football programs so SUSLA would like to explore the possibility.

Because of prior funding that became available for students at SUSLA the band program was established. If the school establishes a football program, SUSLA would have a comprehensive athletic program. Additionally, he stated that the establishment of a football program could be a recruiting tool and would also potentially support SUBR by becoming a feeder for the band and for the football program. Dr. Ellis explained that the resolution is simply requesting permission to explore establishing a football program examining the feasibility, the support from the community, cost, etc. The process could take 3-5 years.

Upon the motion by Atty. Clayton and seconded by Mr. Fondel the agenda was amended to include item 5 B as an action item.

Motion passed.

Upon the motion by Atty. Clayton and seconded by Mr. Fondel the resolution was recommended for approval. Atty Clayton stated that the information should be presented to the Board upon completion.

Motion passed.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Atty. Clayton and seconded by Mr. Fondel the Athletics Committee adjourned

Motion passed.

FACILITIES AND PROPERTY COMMITTEE

(Following the Athletics Committee)

Friday, February 23, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

The Facilities and Property Committee was called to order by Committee Chair Rev. Donald R. Henry.

Present: Rev. Donald Henry, Dr. Leroy Davis, Armond Duncan, Mr. Raymond Fondel, Jr., Mr. Richard Hilliard, Dr. Leon R. Tarver II, and Mrs. Ann A. Smith

Absent: Dr. Rani Whitfield

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Davis and seconded by Dr. Tarver the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEM

A. Priority Projects by Campus, SUS

Mr. Eli Guillory, System director of facilities, stated that the University has \$113 million in projects that are currently in process. A copy of the projects and status was included in the meeting packet.

Atty. Clayton stated that he discussed placing the words "Nursing School" on the J.K. Haynes Building in a previous Board meeting. Mr. Guillory stated that the project is in progress.

Atty. Rutledge asked about Laboratory School improvements. Mr. Guillory stated that the improvements have been made based upon the budget allowed. Namely the re-roofing, interior repairs to the gymnasium and locker room.

Mr. Barthelemy asked about the progress on the erosion project. Mr. Guillory stated that bids will be going out in few weeks.

Board Member Small asked about the paving and lighting at SUNO. Mr. Guillory stated that bids have been received and the project is proceeding.

Board member Hilliard stated that students have contacted him about safety and lighting on the campus. Is there a way for students to get feedback to the facilities director? Dr. Belton stated that his office has engaged with students to discuss infrastructure. Board member Hilliard stated that there should be a mechanism for students to communicate problem areas on the campus.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Rev. Henry seconded by Mr. Fondel the Facilities and Property Committee adjourned

Motion passed.

FINANCE COMMITTEE
(Following the Facilities Committee)
Friday, February 23, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

The Finance Committee was called to order by Committee Chair Atty. Domoine Rutledge.

Present: Atty. Domoine Rutledge, Mr. Richard Hilliard, Atty. Tony Clayton, Rev. Joe Gant, Jr., Rev. Donald R. Henry, Dr. Leon Tarver and Mrs. Ann Smith

Upon the motion by Mr. Hilliard and seconded by Mrs. Smith the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEMS

A. Interim Financial Report as of January 2018 (SUS)

System Vice President for Finance stated that he has met with each of the chief financial officers and revenue is in line with budget estimates. As of January 31, the University had not finalized registration for the Spring semester. The Ag Center may be short about 243,000 because of the tobacco funds. is making provisions for areas that may not meet the budgetary projections. At the SUSLA campus there may be a 1.3 million deficit. changes are being implemented so that the budget will be met. The SUSLA campus has already set up a plan to freeze vacancies and reduce spending and based on the changes the campus is confident that SUSLA will meet the budget.

Atty. Rutledge inquired about debts in the financial statements. McClinton explained that the report presented reflects general funds. Debt service is reflected in Auxiliary Statements.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Tarver and seconded by Mr. Hilliard the Finance Committee adjourned.

STUDENT AFFAIRS COMMITTEE

(Following the Finance Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Student Affairs Committee was called to order by Committee Chair Mr. Raymond Fondel.

Present: Mr. Raymond Fondel, Dr. Curman Gaines, Mr. Armond Duncan, Mr. Mike Small and Mrs. Ann Smith

Absent: Rev. Samuel C. Tolbert, Jr.

Upon the motion by Mr. Mike Small and seconded Dr. Gaines the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEMS

A. Request to Approve Candidate for Vice Chancellor for Student Affairs (SUBR)

Dr. Belton stated that Dr. Kimberly Ferguson is the candidate that emerged from 46 applicants. She has over 28 years of experience in student affairs in a number of higher education institutions. He recognized Dr. Cheryl Taylor and Dr. Camacia Smith Ross who co-chaired the search committee.

Dr. Kimberly Ferguson expressed her thanks to the Board and stated that she would provide a more in-depth presentation of strategies that will be implemented and her goals for retention. She stated that she is honored to serve as vice chancellor for student affairs and looks forward to developing an abundance of opportunities to advance the strategic priorities of the institution.

Mrs. Smith commended Dr. Ferguson and thanked her for accepting the position and for meeting with students, faculty and staff.

Atty. Tony Clayton welcomed Dr. Scott to the University and expressed the support of the Board as she leads the division of student affairs.

Upon the motion by Dr. Gaines and seconded by Mrs. Smith the appointment of Dr. Kimberly Ferguson Scott as Vice Chancellor for Student Affairs was recommended for approval.

Motion Passed

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Mr. Small and seconded by Dr. Gaines the Student Affairs Committee adjourned.

PERSONNEL AFFAIRS COMMITTEE

(Following the Student Affairs Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Personnel Affairs Committee was called to order by Committee Chair Vice Chair Rev. Joe R. Gant, Jr.

Present: Rev. Joe R. Gant, Jr., Atty. Tony Clayton, Dr. Curman Gaines, Rev. Donald R. Henry, Dr. Leon R. Tarver II, and Mrs. Ann A. Smith

Absent: Atty. Patrick Magee

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Rev. Henry and seconded by Mrs. Smith the agenda was recommended for adoption.

Motion passed unanimously.

AGENDA ITEM 4: PUBLIC COMMENTS

Dr. Thomas Miller, SUBR Faculty Senate spoke about item 5A. He stated that there has been no side by side comparison of salaries of faculty, staff, and administrators with regional averages. He suggested that if the Board was interested in student learning outcomes they should invest in faculty.

Dr. Nigel Gwee spoke about action item 5A and the fact that the faculty salaries are not comparable to that of administrators.

Mr. Jamal Taylor spoke about action item 5A and the shifting of administrators on the campus. He stated that the University should be more efficient in search processes. He gave examples of short application periods when appointments are made.

AGENDA ITEM 5: ACTION ITEMS

A. Approval of Personnel Actions on positions greater than \$60,000

Name	Position/Campus	Salary
1. Kimberly Ferguson-Scott	Vice Chancellor of Student Affairs/SUBR New Appointment	\$125,000.00
2. Elizabeth Outler	Assistant Director of Technical Services/SULC New Appointment	\$ 69,628.00
3. De'Shon A. York	Assoc. Specialist-Nutrition, Health & Wellness/SUAREC New Appointment	\$ 75,000.00
4. Sherrie L. Rhodes	Director of External Affairs/SULC New Appointment	\$ 84,975.00
5. Dr. Irma Cobb	Associate Dean & Professor of Spanish/SUBR Promotion	\$ 92,612.00
6. Huey Kenneth Lawson	Director of Title III and Assistant Professor/SUBR New Appointment	\$ 94,000.00
7. Dr. Moustapha Diack	Associate Vice President for Online Learning Services and Faculty Professional Development/SUS Title Change Only/No Change in Salary	N/A
8. Roman Banks	Director of Athletics, SUBR Contract Extension/Salary Adjustment	\$ 212,000.00
9. Dana Carpenter	Assistant to the Sr. Associate Vice Chancellor for Academic Affairs/SUBR New Appointment/ New Position /No Change in Salary	\$ 93,683.00
10. Camacia Smith-Ross	Executive Director of Pre-College and Outreach Programs/SUBR New Position/No Change in Salary	\$ 90,000.00

Upon the motion by Dr. Gaines and seconded by Rev. Henry the Student Affairs Committee adjourned.

Motion passed.

B. Request Approval of Leave of Absences Greater than three months

1. Dr. Lisa Delpit, Professor/School of Education, SUBR

Upon the motion by Dr. Tarver and seconded by Rev. Henry the leave of absence for Dr. Lisa Delpit was recommended for approval.

Motion passed.

C. Request Approval of Policy/Procedure for Unclassified Non-Faculty Employee Grievance

Atty. Woods stated that the policy for non-faculty employee grievances was presented to the Board during the February meeting. Comments from Board members recognized inconsistency in the policy and had concerns that employees were not permitted to have representation by a lawyer. The inconsistencies have been corrected and changes have been

D. Hearing for Marcus Randall Appeal for Termination from SU Lab School
(Executive Session may be required)

Committee Vice Chair questioned Mr. Randall about the fact that the hearing would be held in open session. Mr. Randall stated that he wanted the hearing held in open session.

Attorney Jill Craft stated that she had requested a copy of a report on August 24, 2017 that was made public by the University and the LHSAA 10 minutes after he was terminated from the SU Laboratory School. Atty. Craft stated that she still has not received the report that vilifies her client Mr. Randall. She said when she arrived for the hearing and she stated that she was given a memorandum from the LHSAA outlining several infractions and the document references Marcus Spears and not Marcus Randall. Atty. Craft asked that the Board take a second look to re-evaluate his termination because he does not know what the allegations are that caused the termination. Atty. Craft asked for a report that was prepared by a separate outside counsel and contains FERPA protected information, which is the reason

Atty. Craft stated that there is a lawsuit pending since November 2017 requesting the report.

Atty. Clayton stated that he has not heard any evidence of wrongdoing by Mr. Randall. And he does not want to participate ruining his career on hearsay and speculation. He

Board Member Leroy Davis asked what does the

Atty. Clayton made a motion to reinstate Mr. Randall to all positions that he held prior to termination.

Mr. Randall has been prohibited from coaching for one year.

Atty. Clayton said that no evidence has been presented to support the termination. The

Atty. Rutledge stated that the Board should be cautious before reinstating Mr. Randall. He stated that he has not received any material from any official source about the infractions that may or may not have been committed by Mr. Randall. He explained that the Board does not have the authority to employ a coach who is not authorized to coach by a separate regulatory body i.e. the LHSAA and if the Board does reinstate Mr. Randall the University would be placed at a disadvantage in terms of the sanctions that have been received. Additionally, he asked about the persons who currently occupy the positions at the SU Laboratory School. The Board cannot restore a person to a position that he is not authorized to hold.

Board Member Barthelemy asked the name of the person who is referenced in the LHSAA document. Attorney Craft stated that Marcus Spears is referenced in the document and not her client Mr. Randall.

Dr. Belton asked the University attorneys to clarify the personnel action applicable to Mr. Randall. Atty. DeCuir stated that Mr. Randall was terminated as an at will employee without cause.

Board Member Leon Tarver asked what jobs did Mr. Randall hold prior to termination. He stated that the Personnel Action Form (PAF) outlines the terms of employment. Dr. Tarver stated that the most essential document that clarifies the positions from which Mr. Randall was terminated is not present. After reviewing the PAF Dr. Tarver stated that all of the positions Dean of Students, Teacher and Coach.

Dr. Tarver stated that the termination letter only references his position as coach which is somewhat confusing. He continued that because of the pending litigation the matter should be tabled.

Upon the motion by Dr. Tarver and seconded by Mrs. Smith the matter of Marcus Randall was recommended to be postponed.

Atty Decuir explained that a *yes* vote is a motion to table the matter so that the board meeting could continue and a *no* vote would resume the debate and entertain motions on the main subject.

Atty. Clayton asked how long the matter would be tabled.

Roll Call Vote.

Yeas: Gant, Gaines, Tarver, Smith,

Nays: Clayton

Atty. Clayton stated that tabling the matter is tantamount to not having a hearing. The employee is owed a decision and no evidence was presented to support the termination.

Absentions: Henry

Motion passed.

**AGENDA ITEM 6: OTHER BUSINESS
NONE**

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Gaines and seconded by Dr. Tarver the Personnel Affairs Committee adjourned.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following the Personnel Affairs Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Ann Smith.

Present: Mrs. Ann A. Smith, Rev. Donald Ray Henry, Atty. Tony Clayton, Dr. Leroy Davis, Mr. Raymond Fondel, Mr. Richard Hilliard, Atty. Patrick Magee, Atty. Domoine Rutledge, Dr. Leon R. Tarver II, Mr. Armond Duncan, Mr. John L. Barthelemy, Dr. Curman Gaines, Mr. Michael Small, Rev. Samuel Tolbert, Dr. Rani Whitfield

ABSENT: Mr. Armond Duncan, Rev. Joe R. Gant, Jr.,

UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Robyn Merrick, Interim Executive Vice President and Provost Luria Young, Vice President for Finance and Business Affairs Flandus McClinton, Chancellors Dr. Lisa Mims Devezin (SUNO), Dr. Bobby Phills (SUAREC), Dr. Rodney Ellis (SUSLA), and Atty. John Pierre (SULC).

BOARD COUNSEL

Atty. Winston DeCuir Jr. and Tracie Woods

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Tarver and seconded by Mr. Small the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: SPECIAL PRESENTATION: ABOVE AND BEYOND AWARD

Mr. Naville John Oubre, University Photographer was recommended for the award. Jasmine Hunter made remarks about Mr. Oubre and his wealth of experience and importance in documenting the University's history. He was presented a plaque and certificate from Board Chair Mrs. Ann Smith, Dr. Ray Belton and Vice Chair Rev. Donald Henry. Mr. Oubre stated that he appreciated the honor and acknowledged the late Frank Hayden, John Paul Hubbard, and Van Chambers art professors that gave him a foundation in art which he later extrapolated to photography.

AGENDA ITEM 6: ACTION ITEMS

A. Minutes of the February 23, 2018 Regular Meeting of the Board of Supervisors

Upon the motion by Rev. Gant and seconded by Dr. Davis the minutes of the February 23, 2018 meeting were recommended for approval.

RESOLVED by the Board of Supervisors for Southern University, that the minutes of the February 23, 2018 meeting be and they are hereby approved.

B. Approval of Committee Reports and Recommendations

Upon the motion by Rev. Gant and seconded by Dr. Davis the actions taken by the Athletics Committee, Personnel Affairs Committee, and Student Affairs Committee were recommended for approval.

RESOLVED by the Board of Supervisors for Southern University, that the actions taken by the Athletics Committee, Personnel Affairs Committee, and Student Affairs be and they are hereby approved.

1. Academic Affairs

The Academic Affairs Committee had no action items. The informational items will be filed for auditing purposes.

2. Facilities and Property Committee

The Facilities Committee had no action items. The informational item *Status of Priority Projects by Campus, SUS* will be filed for auditing purposes.

3. Finance Committee

The Finance Committee had no action items. The informational items will be filed for auditing purposes.

4. Personnel Affairs

a. Approval of Personnel Actions on positions greater than \$60,000

- 1. RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Kimberly Scott Ferguson as Vice Chancellor of Student Affairs, SUBR, at a salary of \$125,000 be and it hereby is approved.

2. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Elizabeth Outler as Assistant Director of Technical Services/SULC at a salary of \$69,628 be and it hereby is approved.
3. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of De'Shon York as Associate specialist, Nutrition, Health and Wellness, SUAREC at a salary of \$75,000 be and it hereby is approved.
4. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Sherrie Rhodes as Director of External Affairs, SULC, at a salary of \$84,975 be and it hereby is approved.
5. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Irma Cobb as Associate Dean and Professor of Spanish, SUBR at a salary of \$92,612 be and it hereby is approved.
6. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Huey Lawson as Director of Title III and Assistant Professor/SUBR at a salary of \$94,000 be and it hereby is approved.
7. **RESOLVED** by the Board of Supervisors for Southern University, that the title change for Dr. Moustapha Diack as the Associate Vice President of Online Learning Services and Faculty Professional Development/SUS be and it hereby is approved.
8. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Edward P. Reynolds, as Chief of Police, SUSLA, at a salary of \$63,500 be and it hereby is approved.
9. **RESOLVED** by the Board of Supervisors for Southern University, that the contract extension/salary adjustment for Roman Banks as Director of Athletics, SUBR, at a salary of \$212,000 be and it hereby is approved.
10. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Dana Carpenter, as Assistant to the Sr. Associate Vice Chancellor for Academic Affairs/SUBR, at a salary of \$93,683, be and it hereby is approved.
11. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Camacia Smith-Ross, as Executive Director of Pre-College and Outreach Programs/SUBR, at a salary of \$90,000, be and it hereby is approved.

C. Request Approval to Establish the Williams Center for Undergraduate Achievement Student Scholarship Endowment, SUSLA

Chancellor Rodney Ellis stated that the program is SUSLA's version of the Male Initiative. SUSLA has \$50,000 in state funds available and would like to request \$50,000 from the Louisiana Board of Regents.

Upon the motion by Rev. Gant and seconded by Mr. Hilliard the request to establish the Williams Center for Undergraduate Achievement Student Scholarship Endowment, SUSLA was recommended for approval.

Motion Passed.

RESOLVED by the Board of Supervisors for Southern University that the request to establish the Williams Center for Undergraduate Achievement Student Scholarship Endowment, SUSLA be and it is hereby approved.

D. Resolutions

The Johnny Jackson Jr. Family. Mr. Jackson is a native of New Orleans, LA. He is a former New Orleans City Councilman, State Representative and Ninth Ward Community Leader. He is a 1965 graduate of Southern University at New Orleans. He passed away Wednesday, January 24, 2018.

The Gillis Bourgeois Family. Mr. Gillis was the horticultural attendant in Facilities Management at Southern University at New Orleans (SUNO). He passed away Saturday, January 27, 2018

The Larry Charles Family. A native of Houma, LA and resident of Hartford, Connecticut. He is a business administration and economics graduate of Southern University at New Orleans SUNO. He was the first student member of the Board of Supervisors for the Southern University System. He passed away Saturday, January 27, 2018

The Mazell Bradley-Campbell Family. Mrs. Campbell a native of Oakdale, LA and former educator in Allen Parish who was active in the LA Retired Teachers Association. She is an SUBR graduate and the aunt of Mr. Wilbert Jones, assistant director of purchasing at SUBR. She passed away Tuesday, January 16, 2018.

The Henry Green Family. A native of Baton Rouge. He is the former director of traffic and parking at SUBR who retired from University Police in 2000. He passed away Tuesday, January 30, 2018

The Ruth Derouselle-Cormier Family. Mrs. Cormier is a native of Breaux Bridge, LA and was a resident of Leesville, LA. She is the mother of Antoinella Upshaw, Assistant Professor in the School of Nursing and the mother-in-law of Atty. Cedric Upshaw, ADA and Title IX Coordinator for the SU System. She passed away Friday, January 26, 2018.

The Diana Kelly Family – Dr. Kelly was an assistant professor in the College of Education at SUBR who was on medical leave. Prior to her illness, she served as chair for the Department of Curriculum and Instruction. She passed away Monday, February 19, 2018.

AGENDA ITEM 7: INFORMATIONAL ITEMS

A. Legislative

Dr. Robyn Merrick stated that the special session began February 19 and the regular session would begin March 12. She stated that there are 17 items on the Governor's call list and higher education is a priority for Governor Edwards. She also introduced members of the legislative team which includes Southern Strategies representatives Rodney Braxton and Rodney Cunningham, Atty. Cedric Upshaw and representatives from each SU campus. She announced that Wednesday, March 28 is SU Day at the Capitol. Rodney Cunningham of Southern Strategies discussed current legislation that may affect higher education. A full list of bills will be presented to the Board once the bills are filed.

B. System President's Report

Dr. Belton expressed appreciation to the Board for supporting the recommendations of the leadership team. Dr. Belton highlighted the Communications and IT team of Dr. Robyn Merrick and Dr. Gabriel Fagbeyiro who led the initiative in revising the websites for the SUBR campus and the SUS system. The websites have been redesign so that they employ best practices and are more user friendly. It appeals to a more tech savvy population. Dr. Merrick said the websites are evolving and welcomed feedback from members of the Board.

Dr. Belton asked that the Chair Ann Smith consider having Dr. Michael Stubblefield to make a presentation during the retreat to give the Board an update on workforce development initiatives at the University. Dr. Stubblefield gave a brief update about the Gallup Survey compiled for the University as it relates to the programs at the University that are aligned with the workforce develop needs of the nation and the state. Dr. Belton also thanked Career Services Director Tamara Montgomery for her leadership with Career Week.

C. Campus Reports

SUNO - Dr. Mims Devezin announced the 2018 Collector's edition of the HBCU calendar that featured SUNO. Received notification that the college of Business has been reaffirmed for AACSB accreditation. SUNO is Robert Noise Teacher Preparation grant through NSF. The disaster relief bill has been signed by President Trump for loan forgiveness for the SUNO campus. The campus report was included in the packet.

SUSLA - Dr. Ellis stated the students in the LPN program received 100% passage on the National Council Licensure Examination (NCLEX) test along with other announcements that were included in the campus report printed in the meeting packet.

SUAREC - Dr. Phills stated that the report was included in the meeting packet and features the father of agriculture George Washington Carver. He announced the 75th Annual Livestock and Poultry Show that will be held March 1-3 and invited members to attend.

SULC - Atty. Pierre announced that the pre-law was underway with over 140 students participating. In April, the SULC will host its Alumni and Friends round-up that will be held along with associated activities. Copies of the law center ad that appeared in USA Today for Black History month was distributed to members of the Board. The ad features 5 of the 6 original graduates of the SULC.

SUBR - Dr. Ammons stated that the report was included in the meeting packet. He announced the \$295,000 grant award earned by Dr. Diola Bagayoko from the US Department of Energy. Dr. Ammons also acknowledged Tamara Montgomery's leadership during career week. The SU Business and Industry Cluster met with the college deans to identify ways to better prepare students to compete in the global market.

Mrs. Smith made announcements as follows:

- The board retreat and meeting will be held Thursday March 22 and 23 in Loranger, LA.
- Acknowledged and congratulated Tamara Montgomery on the career fair and career week activities.
- Thanked Mr. Duncan for participation in the CIA program.
- Acknowledged the work of Dr. Belton and the administrative team.
- Acknowledged Dr. Kimberly Scott and stated that she looks forward to working with her.
- Thanked Mr. Barthelemy and Mr. Fondel for visiting SU System campuses.

AGENDA ITEM 8: OTHER BUSINESS

Board Member Armond Duncan thanked Dr. Merrick for assisting the SGA to escort students from the SU Laboratory School in grades 6-8 to see the Black Panther movie. He also thanked Tamara Montgomery for the career week activities. Also discussed his involvement in the CIA professional development program.

AGENDA ITEM 9: ADJOURNMENT

Upon the motion by Mr. Fondel and seconded by Dr. Davis the meeting adjourned.

Motion passed.