

**Southern University and A&M College System**

**BOARD OF SUPERVISORS MEETING**

**Board of Supervisors Meeting Room**

2<sup>nd</sup> Floor, J.S. Clark Administration Building

Baton Rouge, Louisiana

**9 a.m.**

**Friday, July 21, 2017**

**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 the Rev. Dr. Moses Simms.

**PRESENT**

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

**ABSENT**

NONE

**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**

Attys. Winston DeCuir, Jr., and Tracie Woods

## **ACADEMIC AFFAIRS COMMITTEE**

**Friday, July 21, 2017**

9:00 A.M.

Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor, J.S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana 70813

### **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, Mr. John Barthelemy, Dr. Leon R. Tarver II, Dr. Leroy Davis, Atty. Tony M. Clayton, Rev. Joe R. Gant, Jr. and Mrs. Ann A. Smith

**Absent:** None

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

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

Motion passed unanimously.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

Dr. Nigel Gwee, president of the SUBR Faculty Senate, spoke in support of the recommendations for faculty promotions and tenure at SUBR and also expressed support for the approval of the Faculty Handbook at SUBR. Dr. Diola Bagayoko of the Honors College also spoke in support of the approval of the SUBR Faculty Handbook. Dr. Thomas Miller former president of the SUBR Faculty Senate spoke in support of the recommendations for Tenure and Promotion, the approval of the SUBR Faculty Handbook, and the reinstatement of the Finance program in the College of Business.

#### **AGENDA ITEM 5: SPECIAL PRESENTATIONS**

HBCU Nursing School of the Year  
HBCU Female Faculty Member of the Year

Dr. Janet Rami, Dean of the College of Nursing and Allied Health and Dr. Cheryl Taylor, chair of the graduate nursing program were presented certificates of recognition for the achievement of earning HBCU awards during the HBCU Digest Awards Dinner held in Washington, D.C. Dean Rami accepted the award for earning HBCU Nursing School of the Year and Dr. Taylor was recognized as HBCU Female Faculty Member of the Year. Dr. Rami and Dr. Taylor made remarks and thanked members of the Board for the recognition. Both asked for continued support of the College of Nursing and Allied Health.

## **AGENDA ITEM 6: ACTION ITEMS**

Upon the motion by Dr. Tarver and seconded by Dr. Davis agenda action items A, B, C, D, F, G, H, and I were recommended for approval in globo.

Motion passed.

Academic Affairs Committee Chair Gaines announced that Agenda item E would be discussed separately and Atty. Clayton asked Dr. Donald Andrews to give a justification for the action presented to the Board regarding the Endowed Chair in Small & Minority Business Enterprise. Board Member Fondel also asked Dr. Andrews to give the rationale for reinstating the Finance Program.

### **A. Request Approval to Reinstate the College of Business Finance Program, SUBR**

Dr. Andrews stated that the College received \$460,000 from the Louisiana Department of Insurance to enhance the Finance program. The Board of Regents is recommending termination of the Finance program because of low completion rates. However, within the Finance program the College offers a concentration in insurance. To discontinue the program would compromise the College's ability to recruit students to the insurance concentration. The College has devised an enhancement plan to ensure higher completion rates.

### **B. Request Approval of Changes to the BSN Program Progression Policies, SUBR**

### **C. Request Approval for Authority to Offer a New Degree Program-Bachelor of Science in Educational Studies, SUNO**

### **D. Request Approval of Tenure and Promotion Recommendations, SUBR**

### **E. Request to Convert the James A. Joseph/United Companies Corporation Endowed Chair in Small & Minority Business Enterprise into Three Endowed Professorships, SUBR**

Dr. Donald Andrews stated that the College of Business has not been successful in recruiting a national scholar to fill the Endowed Chair because of recent budget reductions in state funding for public higher education. In addition, the Board of Regents (BOR) has issued several directives concerning unfilled endowed chairs. The College is not in compliance with the established investment policy. Dr. Andrews stated that by converting the Endowed Chair into three professorships an internal search could be done and the professorships would assist current faculty in their research productivity.

Atty. Tony Clayton expressed concern about the conversion stating that the University's credit rating could be affected.

Atty. Rutledge asked if Dr. Andrews had the authority to make this decision considering that there is a donor. Dr. Andrews stated that he has been communicating with the donor and the donor is in agreement with the conversion.

Atty. Clayton made a motion to defer action on the Endowed Chair until there is proof that the College of Business faculty concurs with the proposed action.

Motion failed.

Upon the motion by Dr. Davis and seconded by Dr. Tarver the request to convert the James A. Joseph/United Companies Corporation Endowed Chair into three Endowed Professorships was recommended for approval.

Motion passed.

Atty. Clayton opposed the recommendation

**F. Request Approval of Letter of Intent for a Ph.D. in Criminal Justice, SUBR**

**G. Approval of the Scholarship Policy for SU Laboratory School, SUBR**

**H. Approval of Faculty Handbook, SUBR**

**I. Request Approval of Admission of Transfer and Former Students Policy, SUSLA**

**AGENDA ITEM 7 OTHER BUSINESS**

NONE

**AGENDA ITEM 8 ADJOURNAMENT**

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

## **FACILITIES AND PROPERTY COMMITTEE**

*(Following the Academic Affairs Committee)*

Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor, J.S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana 70813

### **MINUTES**

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

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

**Absent:** None

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

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

Motion passed.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

NONE

#### **AGENDA ITEM 5: INFORMATION ITEMS**

##### **A. Priority Projects Updates, by Campuses**

Director of Facilities Planning Eli Guillory prepared a listing of the projects currently in progress that were included in the meeting packet. Mr. Guillory reviewed the status of each project listed. He informed Board members that the erosion and bridge repair project is in the planning phase. A proposed date for completion would be given next week.

##### **B. Capital Outlay Funding for FY 2017-18**

Mr. Guillory reviewed the Capital Outlay funding based on HB2 and stated that \$33 million dollars is available to the University. A summary was included in each meeting packet. He noted that special priority has been given to the SUBR campus to assist with HVAC upgrades.

#### **AGENDA ITEM 6: OTHER BUSINESS**

Mr. Guillory also gave an update on the status of the University's compliance with fire inspections and drills. Funding is available to address the problem of emergency exit lights and fire emergency lights in all buildings.

#### **AGENDA ITEM 7: ADJOURNMENT**

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

Motion passed.

**FINANCE COMMITTEE**  
*(Following the Facilities and Property Committee)*  
Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor, J.S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana 70813

**MINUTES**

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

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

**Absent:** None

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

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

Motion passed.

**AGENDA ITEM 4: PUBLIC COMMENTS**

NONE

**A. Request Ratification of Mid-Year Budget Adjustments (BA-7) Number 5 (Revised), Number 6 (Revised) and Number 7, SUS**

System Vice President Flandus McClinton informed members of the Board that BA-7 #5 for the SU Law Center and BA-7 #6 and #7 for SUBR are being presented for ratification.

Upon the motion by Atty. Clayton and seconded by Mr. Hilliard the ratification of Mid-Year budget adjustments 5, 6, and 7 were recommended for approval.

Motion passed.

**B. Request Approval of Salary and Wage Increases, SUS**

President Belton stated that he and System Vice President Flandus McClinton reviewed the System budget and funds are available to give all non-administrative System office employees a 4% salary increase. The estimated cost is \$94,718.00

Upon the motion by Atty. Clayton and seconded by Mr. Hilliard the request to approve salary and wage increases for non-administrative employees at the System office was recommended for approval.

**C. Request Approval of Salary and Wage Increases, SUBR**

President Belton stated that he and Vice Chancellor for Finance Benjamin Pugh reviewed the budget for SUBR and funds are available to give all non-administrative full-time general fund employees a 4% pay increase. The request also includes a 4% increase for employees who are paid from auxiliary and agency fund accounts. Increases for grant-in-aid funds will be based on approval of funding agencies and availability of funds. The cost to fund the increases is approximately \$2,355,000.

Upon the motion by Atty. Clayton and seconded by Mr. Hilliard the request to approve salary and wage increases for non-administrative employees at SUBR was recommended for approval.

**D. Request Approval of Salary and Wage Increases, SULC**

Chancellor John Pierre stated that he along with the finance staff have reviewed the Law Center's budget and determined that funds are available to give 4% increases to eligible personnel. The estimated cost is \$321,747.

Upon the motion by Atty. Clayton and seconded by Mr. Hilliard the request for salary and wage increases for eligible employees of the SULC was recommended for approval.

**E. Request Approval of Equity Adjustment for SU Marching Band Personnel, SUBR**

President Belton explained that during the Spring 2017 semester students approved a referendum creating an additional fifty-dollar fee (Human Jukebox Fee) for supporting the SU Marching Band. The fee was ratified by the Board during its April 2017 meeting. He explained that the band director has asked for a salary adjustment for himself and for members of the band staff for the last 2 years, but because of budget constraints the University was unable to provide the increase.

Upon the motion by Atty. Clayton and seconded by Mrs. Smith the request for equity adjustments for SU Marching Band personnel was recommended for approval.

Motion passed.

**F. Request Approval of a Proposed Amendment to the 2014 Aramark Facility Lease Contract, SUS**

System Vice President Flandus McClinton stated that the proposed amendment is being requested so that Aramark could provide a new \$584,000 financial commitment for construction and renovation in 2017. The proposal is to shift \$292,000 from the 2019 financial commitment and add that amount to the financial commitment for 2017. The reason the funds are needed is to construct a Chick-fil-A unit prior to the start of the Fall 2017 semester. The previous space had been occupied by Popeyes. No other obligations in the contract will be altered.

Upon the motion by Mr. Hilliard and seconded by Rev. Henry the request for the amendment to the Aramark contract was recommended for approval

Motion passed.

**G. Request Approval of Travel Policy, SUSLA**

SUSLA Chancellor Rodney Ellis stated that the proposed policy is presented so that employees will adhere to the State of LA Travel Guide as set forth by the LA State Division of Administration.

Upon the motion by Mr. Hilliard and seconded by Rev. Gant the travel policy for the SUSLA campus was recommended for approval

Motion passed.

**AGENDA ITEM 6: INFORMATION ITEMS**

**A. General Operating Budget Funding for FY 2017-18**

System Vice President McClinton informed members of the Board that a schedule was included in the meeting packet that outlines the change in state general funds for FY 2018 compared to funding for FY 2017. The chart outlines changes in the general fund allocation, changes in statutory dedications, changes in interagency transfer, and change in self-generated funds. The percentage reductions for FY 2018 was delineated in chart form for each campus in the SU System.

**AGENDA ITEM 7: OTHER BUSINESS**

NONE

**AGENDA ITEM 8: ADJOURNMENT**

Upon the motion by Rev. Gant and seconded by Atty. Clayton the Finance Committee adjourned.

## PERSONNEL AFFAIRS COMMITTEE

*(Following the Finance Committee)*

Board of Supervisors Meeting Room  
2nd Floor, J.S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana 70813

### MINUTES

The Personnel Affairs Committee was called to order by Committee Chair Atty. Patrick Magee.

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

**Absent:** None

### AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

Motion passed unanimously.

### AGENDA ITEM 4: PUBLIC COMMENTS

SUBR Faculty Senate President Dr. Nigel Gwee reiterated his support of faculty members that were recommended for promotions.

### AGENDA ITEM 5: ACTION ITEMS

#### A. Request Approval of Personnel Actions on Positions greater than \$60,000

Upon the motion by Dr. Tarver and seconded by Atty. Clayton items 5A numbers 1 through 11 were recommended for approval in globo.

Motion passed.

Name	Position/Campus	Salary
<b>NEW APPOINTMENTS</b>		
1. Herman Brister	Director of Southern University Laboratory New Appointment, SUBR	<b>\$125,000</b>
2. LaShonda Stirgus	Athletics Chief Financial Officer New Appointment, SUBR	<b>\$68,000</b>
3. Trayvean Scott	Executive Associate Athletics Director New Appointment, SUBR	<b>\$85,000</b>

4. Latricia Greggs	Interim BSN Chair New Appointment, SUBR	<b>\$95,000</b>
6. Eduardo Martinez-Ceballos	Professor, Biology and Chemistry Promotion, SUBR	<b>\$69,746</b>
7. Alex Hak-Chul Shin	Professor, Civil Engineering Promotion, SUBR	<b>\$81,791</b>
8. Renita Marshall	Research Professor/Interim Director of SIOHOM Promotion, SUBR	<b>\$84,680</b>
9. Bernard W, Griffin	Athletic Director New Appointment, SUNO	<b>\$60,000</b>
10. Rosemary Harris	Director of Residential Life New Appointment, SUNO	<b>\$63,000</b>
11. Vincent Johnson	Interim Director, Honore' Center New Appointment, SUNO	<b>\$72,000</b>

Committee Chair Magee recognized President Belton who made remarks that the appointments in the Department of Athletics would be supported by a grant that the department received from the NCAA.

Board members Atty. Clayton, Dr. Davis, and Dr. Whitfield congratulated Mr. Herman Brister on his appointment as Director of the SU Laboratory School and expressed their excitement that there would be stability and leadership at the school. Atty. Rutledge also congratulated Mr. Brister on the appointment and stressed the importance of investing in good employees and empowering them to fulfill their duties.

**B. Request Approval of Medical Leave for Ruby Jean Simms, SUBR**

Upon the motion by Dr. Tarver and seconded by Rev. Henry, the request for medical leave for Ruby Jean Simms was recommended for approval.

Motion passed.

**C. Request Approval of Implementation of Special Entrance Rate (SER) for Police Officers effective July 1, 2017, SUNO**

Upon the motion by Dr. Tarver and seconded by Rev. Henry, the implementation of the special entrance rate for SUNO police officers effective July 1, 2017 was recommended for approval.

Motion passed.

**AGENDA ITEM 6: OTHER BUSINESS**

Rev. Gant expressed concern about the Board approving leaves of absence. He stated that if the leave requires Board approval the request should be received by the Board prior to the effective date of the leave.

**AGENDA ITEM 7: ADJOURNMENT**

Upon the motion by Rev. Gant and seconded by Atty. Clayton the Personnel Affairs Committee adjourned.

## **SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

*(Following the Personnel Affairs Committee)*

Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor, J.S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana 70813

### **MINUTES**

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Mrs. Ann A. Smith. All members were present.

Mrs. Smith cautioned the audience about loud outbursts. She asked that everyone remain respectful and limit comments to agenda items only if participating in public comments.

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

Upon the motion by Atty. Patrick Magee and seconded by Dr. Gaines the agenda was recommended for adoption.

Motion passed unanimously.

Board Chair Ann Smith asked that Agenda Action Item 6F - Notice of Termination Appeal -Dr. Brandon Dumas be moved so that Board members may consider the item after all Information Items have been presented.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

Dr. Thomas Miller, secretary of the Faculty Senate, SUBR spoke in support of the approval of faculty raises because the University does not give cost of living adjustments. SUBR Faculty Senate President Nigel Gwee spoke in support of faculty raises and also asked that board members make the best decision based on what is best for the students and faculty. Professor Albert Samuels spoke to members of the Board about item 6F. He stated that he doesn't relish in the University's current disposition but encouraged Board members not to look at the salacious allegations, but look at the performance of Dr. Brandon Dumas. Enrollment is down, retention is down and complaints are up. He cautioned them to make the best ethical decision. Student Raven Hammond attempted to speak on behalf of her sister and the decision that was made in a disciplinary proceeding. She was cautioned by Board counsel to refrain from any further discussion so that FERPA laws would not be violated. President Belton agreed to meet with the group immediately following the meeting. Jamie Robinson, current SUBR student, spoke in support of Dr. Dumas and stated that he was doing a great job for the students at SUBR. He further stated that faculty members don't do what they are supposed to do. Dr. Diola Bagayoko stated that there are many members of the faculty that go above and beyond to assist students. Stephen Stewart, alumnus of SUBR, spoke to say that the aquatics program should be reinstated and the pool named in honor of Coach Hightower. He also stated that more signage is needed at Seymour Gymnasium. He suggested that the Board should adopt a policy that would require all incoming freshmen to take swimming because African Americans drown at a higher rate than any other ethnic group. Sonya Norwood, SUBR alumnus, spoke about the Division of Student Affairs and the behavior of Dr. Dumas and his unfair treatment of students. She asked all Board

members to read the petition on Change.Org regarding the investigation of Dr. Brandon Dumas. She asked Board members to take the work that has been done by the alumni group regarding allegations of misconduct in Student Affairs and to keep personal feelings out of the decision that would be made. She asked Board members to make a decision that is in the best interest of the students and the University.

#### **AGENDA ITEM 5: SPECIAL PRESENTATION**

The *Above and Beyond Award* was presented to Jocha Gordon-Talbert, admissions counselor in the Office of Admissions and Recruitment. President Belton, Mrs. Smith, and Rev. Henry congratulated Mrs. Talbert and presented a certificate. Mrs. Gordon-Talbert thanked members of the Board for the recognition.

#### **AGENDA ITEM 6: ACTION ITEMS**

##### **A. Approval of Minutes of the April 21, 2017 meeting**

Upon the motion by Atty. Magee and seconded by Dr. Tarver the minutes were recommended for adoption.

Motion passed.

**RESOLVED** by the Board of Supervisors for the Southern University System that the minutes of the June 16, 2017, meeting, be and they are hereby approved.

##### **B. Approval of Committee Reports and Recommendations**

Upon the motion by Atty. Clayton and seconded by Rev. Gant the committee reports were recommended for approval subject to the objections that were made by Board members.

Motion passed.

**RESOLVED** by the Board of Supervisors for Southern University, that the actions taken by the Academic Affairs Committee, Facilities and Property Committee, Finance Committee, and Personnel Affairs Committee be and they are hereby approved.

##### **1. Academic Affairs**

###### **a. Request Approval to Reinstate the College of Business Finance Program, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to reinstate the College of Business Finance Program, SUBR, be and it is hereby approved.

###### **b. Request Approval of Changes to the BSN Program Progression Policies, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to make changes to the progression policies for the BSN in the College of Nursing and Allied Health, SUBR, be and it is hereby approved.

**c. Request Approval for Authority to Offer a New Degree Program-Bachelor of Science in Educational Studies, SUNO**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to offer a Bachelor of Science in Educational Studies, SUNO, be and it is hereby approved.

**d. Request Approval of Tenure and Promotion Recommendations, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendations for tenure and promotions, SUBR, be and it is hereby approved.

**e. Request to Convert the James A. Joseph/United Companies Corporation Endowed Chair in Small & Minority Business Enterprise into Three Endowed Professorships, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to convert the James A. Joseph/United Companies Corporation Endowed Chair in Small and Minority Business Enterprise into Three Endowed Professorships, SUBR, be and it is hereby approved.

**f. Request Approval of Letter of Intent for a Ph.D. in Criminal Justice, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to approve the Letter of Intent for a Ph.D. in Criminal Justice, SUBR be and it is hereby approved.

**g. Approval of the Scholarship Policy for SU Laboratory School, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to approve the scholarship policy for the SU Laboratory School, SUBR, be and it is hereby approved.

**h. Approval of Faculty Handbook, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to approve the Faculty Handbook, SUBR, be and it is hereby approved.

**i. Request Approval of Admission of Transfer and Former Students Policy, SUSLA**

**RESOLVED** by the Board of Supervisors for Southern University, that the recommendation to approve the admission of transfer and former students policy, SUSLA, be and it is hereby approved.

## **2. Facilities and Property Committee**

**No action items were presented. The information items presented will be filed for auditing purposes.**

## **3. Finance Committee**

### **a. Request Approval Request Ratification of Mid-Year Budget Adjustments (BA-7) Number 5 (Revised), Number 6 (Revised) and Number 7, SUS**

**RESOLVED** by the Board of Supervisors for Southern University that the mid-year BA-7s Number 5, Number 6 and Number 7, SUS be and it is hereby approved.

### **b. Request Approval of Salary and Wage Increases, SUS**

**RESOLVED** by the Board of Supervisors for Southern University that the recommendation to approve salary and wage increases, SUS be and they are hereby approved.

### **c. Request Approval of Salary and Wage Increases, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University that the recommendation to approve salary and wage increases, SUBR be and they are hereby approved.

### **d. Request Approval of Salary and Wage Increases, SULC**

**RESOLVED** by the Board of Supervisors for Southern University that the recommendation to approve salary and wage increases, SULC be and they are hereby approved.

### **e. Request Approval of Equity Adjustment for SU Marching Band Personnel, SUBR**

**RESOLVED** by the Board of Supervisors for Southern University that the recommendation to approve an equity adjustment for SU Marching Band Personnel, SUBR be and they are hereby approved.

### **f. Request Approval of a Proposed Amendment to the 2014 Aramark Facility Lease Contract, SUS**

**RESOLVED** by the Board of Supervisors for Southern University that the recommendation to amend the 2014 Aramark Facility Lease, SUS be and it is hereby approved.

### **g. Request Approval of Travel Policy, SUSLA**

**RESOLVED** by the Board of Supervisors for Southern University that the recommendations to approve the travel policy, SUSLA be and it is hereby approved.

#### **4. Personnel Affairs Committee**

##### **a. Approval of Personnel Action on Positions greater than \$60,000**

###### **1. Herman Brister**

**RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Herman Brister as Director, SU Laboratory School, SUBR, at a salary of \$125,000 be and it hereby is approved.

###### **2. LaShonda Stirgus**

**RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of LaShonda Stirgus as Chief Financial Officer, Department of Athletics, SUBR, at a salary of \$68,000 be and it hereby is approved.

###### **3. Trayvean Scott**

**RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Trayvean Scott as Executive Associate Athletics Director, Department of Athletics, SUBR, at a salary of \$85,000 be and it hereby is approved.

###### **4. Latricia Greggs**

**RESOLVED** by the Board of Supervisors for Southern University, that new appointment of Latricia Greggs as Interim BSN Chair, College of Nursing and Allied Health, SUBR, at a salary of \$95,000 be and it hereby is approved.

###### **5. Eduardo Martinez-Ceballos**

**RESOLVED** by the Board of Supervisors for Southern University, that the promotion of Eduardo Martinez-Ceballos to Professor, Biology and Chemistry, SUBR, at a salary of \$69,746 be and it hereby is approved.

###### **6. Alex Hak-Chul Shin**

**RESOLVED** by the Board of Supervisors for Southern University, that the promotion of Alex Hak-Chul Shin to Professor, Civil Engineering, SUBR, at a salary of \$81,791 be and it hereby is approved.

###### **7. Renita Marshall**

**RESOLVED** by the Board of Supervisors for Southern University, that the promotion of Renita Marshall to Research Professor-Interim Director, SIOHOM, SUAREC/SUBR, at a salary of \$84,680 be and it hereby is approved.

**8. Bernard Griffin**

**RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Bernard Griffin as Athletic Director, SUNO, at a salary of \$60,000 be and it hereby is approved.

**9. Rosemary Harris**

**RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Rosemary Harris as Director of Residential Life, SUNO, at a salary of \$63,000 be and it hereby is approved.

**10. Vincent Johnson**

**RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Vincent Johnson as Interim Director of The Honore' Center, SUNO, at a salary of \$72,000 be and it hereby is approved.

**C. Approval of Conditional Admissions Policy**

Upon the motion by Dr. Tarver and seconded by Dr. Davis the conditional admissions policy was recommended for approval.

Motion passed.

**D. Evaluation of the President-Chancellor**

**Upon the motion by Atty. Clayton and seconded by Dr. Davis that item 6E Resolutions would be considered before Item 6D.**

**Motion passed.**

**E. Resolutions**

President Belton offered resolutions as follows:

**Condolences**

The Albert Spurlock, Sr. Family

The Glenmar Smith Family

The Eamon Kelly Family

The Joseph Wayne Brown Family

Upon the motion by Dr. Davis and seconded by Rev. Gant the resolutions were recommended for approval.

Motion passed.

## **D. Evaluation of President-Chancellor, SUS**

Board Chair Smith announced that the evaluation of the President-Chancellor was a matter that required the Board to convene in executive session and that no votes would be taken nor any motions made.

Upon the motion by Atty. Magee and seconded by Atty. Clayton the Board convened in executive session to consider the annual evaluation of President-Chancellor Belton.

### **Roll Call:**

**Yays:** Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gant, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

**Nays:** None

### **RECONVENTION**

**Yays:** Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gant, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

**Nays:** None

## **AGENDA ITEM 7: INFORMATIONAL ITEMS**

### **a. Medical Marijuana Update**

Chancellor Bobby Phills stated that seven applications had been received. The College Committee is reviewing the candidates and will narrow the pool to three applicants and one candidate will be brought to the Board for consideration. Atty. Clayton asked for clarification on the presentation of only one applicant to the Board for consideration. He suggested that the Board select from the top three applicants instead. Atty. Clayton stated that he felt the Board would merely be ratifying the committee's decision if only one candidate is presented.

Board member Fondel reminded other members of the Board of the reasoning for Dr. Phills making the selection.

Dr. Davis stated that he did not remember the Board taking a position on the selection and stated that he would prefer that three candidates are presented to the Board so that one may be selected.

Dr. Tarver stated that he did not remember the Board taking any such position and he suggested a review of the minutes from the meeting where this action occurred.

Atty. Clayton asked whether or not the seven applicants paid a \$25,000 fee. Dr. Phills stated that each applicant paid the required fee. Atty. Clayton asked what happened to the \$175,000 in that the University was to receive as a result of collecting the application fees. Dr. Phills stated that there were attorney fees that were paid. Atty. Clayton asked why did the University need to pay Atty. Preston Castille \$80,000 to read seven applications. Atty. Clayton asked if any other lawyers were paid. Dr. Phills stated that the University attorney, the Decuir, Clark and Adams Firm was also paid \$30,000. Dr. Phills maintained that he did

not pay any attorneys and that the Foundation made the payments.

Atty. Rutledge took issue with Atty. Clayton's characterization of the matter. He asked that Atty. Clayton look at the billing because the work speaks for itself. He asked that Atty. Clayton look at the document that governs the relationship. The Foundation was to be reimbursed for any expenses it incurred.

Board Chair Smith asked Dr. Phills to provide the documents to Atty. Clayton so that he could review them.

In response to a question from Atty. Clayton about his knowledge of the matter, President Belton stated that the Chancellor has kept him informed of the process. He asked that the discussion be framed in the context of the agreement. The Foundation was asked to advance the funds to begin the process and to assist with the development of a funding model. According to the contract/agreement, the University was responsible for reimbursing the Foundation. Dr. Belton stated that he would abide by whatever the Board deemed necessary.

Atty. Rutledge stated that there is no decision that the Board needs to make at this time. By contract the funds are being held by the Foundation and pursuant to the contract the expenses that the Foundation has undertaken have to be reimbursed. He stated that he is uncomfortable with the characterization portrayed by Atty. Clayton and stated that it is unfair because Atty. Clayton does not know the work that has been done. He further stated that it is very hard, if not impossible, to consistently make good decisions with poor information and Atty. Clayton has arrived at a conclusion with no information.

Atty. Clayton maintained his position that the funds should have been given to the University and not the attorneys and that he is exercising his fiduciary duty to the tax payers of the state to question the matter.

**b. Update on the Investigation-Division of Student Affairs, SUBR**

Board Chair Smith announced that the Board may meet in executive session to discuss investigative procedures concerning allegations of misconduct and the investigation of handling Title IX complaints is a matter that will require the Board to convene in executive session. Information contained in the report contains student data and may violate the Federal Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPPA). She said no votes would be taken nor any motions made.

Upon the motion by Rev. Gant and seconded by Dr. Davis the Board convened in executive session.

**Roll Call**

**Yays:** Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gant, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

**Nays:** None

**RECONVENTION**

**Roll Call:**

**Yays:** Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

**Nays:** Gant

Board Chair Smith asked the Board Counsel to make a statement. He stated that the results of the investigation into the processes that are used to investigate Title IX complaints was shared with members of the Board. He explained that it was not an investigation into a particular person. He also said that he would be working with the Provost to make recommendations to improve how the University handles the complaints

**c. Customer Service Initiative, SUBR**

Dr. Robyn Merrick gave members of the Board a summary of the activities that have occurred with the SU Smiles Customer Service Initiative. The Employee Recognition event was held and was a day set aside to let employees know that they are appreciated. During the event, President-Chancellor Belton announced a 4% across the board salary increases for employees. She stated that the next phase of the initiative would be mandatory customer service trainings that will be conducted for members of the staff and Board members were invited to attend. She stated that the training would be conducted by a Disney trained customer service professional and it will also feature motivational speaker Dennis S. Brown. She informed Board members that faculty members would receive training during the Fall convocation on August 16. Plans are also in place to take the initiatives to other campuses in the System.

**d. Campus Reports**

Each Campus Chancellor submitted written reports that were included in the meeting packet.

**SUNO** – Chancellor Mims-Devezin announced that the report is enclosed in the meeting packet.

**SUSLA** – Chancellor Ellis announced the open house for the opening of the Alphonse Jackson building on Thursday, August 17.

**SUAREC**- Dr. Bobby Phills stated that the Land Grant campus would be holding a retreat July 31, and August 1<sup>st</sup> and 2<sup>nd</sup>. Board members were invited to attend.

**SULC** – Chancellor Pierre announced activities for the celebration of the Law Center's 70<sup>th</sup> anniversary. Derrick Hatfield grandson of Charles Hatfield applied to the SULC and will begin studying during the Fall semester. Charles Hatfield is credited with the SULC being established.

**SUBR** – Dr. Luria Young announced that the John B. Cade Library has a slave narrative collection that is available to the general public. She thanked Library Dean Emma Perry for her work in making the narratives available.

**AGENDA ITEM F: NOTICE OF TERMINATION OF APPEAL- DR. BRANDON K. DUMAS**

Chair Smith announced that the Board may convene in executive session to discuss personnel matters and that the discussion and consideration of the employment appeal of Dr. Brandon Dumas is such a matter. She also stated that if the appeal presentation led to student protected information or student records which are protected from disclosure by FERPA or the HIPPA or other Southern University employees, the Board will not hear or receive any such information.

Mrs. Smith outlined protocol for the appeal hearing. She stated that Dr. Dumas would state the nature of his appeal in approximately 5-7 minutes and after his presentation the floor would be opened for debate. She stated that President-Chancellor Belton also would answer any questions that might arise and once the discussion is concluded the chair will entertain a motion to affirm or deny the appeal.

Atty. Clayton asked if it was necessary for Dr. Dumas to have the hearing publicly.

Counsel informed Atty. Clayton that Dr. Dumas requested that the hearing be held publicly.

Mrs. Smith announced that all names and other identifying information on materials or documents must be redacted such that the names of the affected persons or identifying information is removed.

Dr. Dumas distributed documents to members of the Board and asked Mrs. Smith to restate protocol.

Protocol was restated by Mrs. Smith.

Dr. Dumas stated that he would not be able to adequately respond or explain his position without being able to name individuals.

Board Counsel Winston Decuir, Jr. explained that in holding the hearing publicly, Dr. Dumas is not permitted to disclose information protected by FERPA or to disclose employment information such as disciplinary records or personnel evaluations or any information that the affected persons have a privacy interest in.

Dr. Dumas' attorney Travis Turner asked for clarity on the kinds of information that could be presented during the hearing

Board Counsel Decuir explained the types of information that could be presented. Atty. DeCuir further explained that the privacy interests of another employee could not be breeched simply because Dr. Dumas has requested a public hearing. He stated that any health, academic or personnel type information could not be disclosed.

Atty. Clayton asked that the documents that were distributed be retrieved.

Atty. DeCuir stated that he had briefly reviewed the documents and they pertain to another employee's performance and the information could not be disclosed.

Atty. Clayton suggested that the hearing be held in executive session.

Rev. Tolbert questioned whether Human Resources identified whether there was a second Southern University employee in the video that surfaced in June. Board Counsel DeCuir stated that the Associate Vice President for Human Resources interviewed the young lady and she confirmed that the other individual in the video was not a Southern University employee.

Dr. Dumas then requested that his hearing be held in executive session.

Upon the motion by Atty. Magee and seconded by Atty. Clayton the Board convened in executive session.

**Roll Call**

**Yays:** Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gant, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

**Nays:** None

**RECONVENTION**

**Roll Call:**

**Yays:** Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gant, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

**Nays:** None

Board Chair Smith asked whether there was a motion to grant Dr. Dumas' appeal?  
There was no response from members of the Board.

Board Chair Smith asked whether there is a motion to deny Dr. Dumas' appeal?  
There was no response from members of the Board.

The Board counsel stated that the President's decision stands if no motions are made.

Atty. Clayton made a motion to table the matter and return it to the President for additional fact-gathering and the results returned to the Board in 60 days.

Atty. Decuir stated that the motion to table the appeal would not alter the effective date of the termination. The appeal would be tabled until the Board considers it at a later date.

Atty. Clayton clarified his motion.

Upon the motion by Atty. Clayton and seconded by Rev. Samuel Tolbert the termination of Dr. Dumas was recommended for retraction to allow additional fact-gathering by the President and administration and the results returned to the Board in 60 days.

Atty. Magee asked Atty. DeCuir for clarification on Atty. Clayton's motion.

Atty. Decuir stated that if Atty. Clayton's motion fails, the personnel action remains in effect as provided by the President and if the motion passes, the termination would be reversed and the appeal would be granted.

Atty. Magee stated that based on the motion of Atty. Clayton, the President's actions are either affirmed or denied.

Atty. Magee called for the question which was seconded by Rev. Henry.

**Roll Call**

**Yays:** Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gaines, Gant, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

**Nays:** None

Atty. Decuir stated that the only procedural action that could be taken by the Board is to vote on the underlying motion.

Atty. Decuir explained that a yay vote would be a vote to pass Atty. Clayton's motion and to reverse the President's decision to terminate and a nay vote would allow the President's decision to stand.

**Roll Call**

**Yays:** Henry, Clayton, Fondel, Gant, Tolbert, and Whitfield

**Nays:** Smith, Barthelemy, Davis, Gaines, Hilliard, Magee, Small, Rutledge, Tarver

The motion failed.

**AGENDA ITEM 9: ADJOURNMENT**

Upon the motion by Dr. Davis and seconded by Atty. Magee the meeting adjourned.

Motion passed.