

*Southern University*  
**BOARD OF SUPERVISORS'**  
**MEETINGS**



9:00 a.m.

*Saturday, October 23, 2010*

Southern University - Metro Center  
610 Texas Street  
Shreveport, Louisiana

# **ACADEMIC AFFAIRS COMMITTEE**

9:00 a.m.

Saturday, October 23, 2010  
Southern University Metro Center  
Multi-Media Purpose Room  
610 Texas Street  
Shreveport, Louisiana 71107

## **AGENDA**

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item
  - A. Tenure and Promotion Recommendation, SUBR
6. Other Business
7. Adjournment

## **MEMBERS**

Atty. Patrick O. Jefferson – Chair; Mrs. Lea P. Montgomery - Vice Chair; Mr. Walter Guidry, Mr. Darren G. Mire,  
Mr. Randale Scott, Mr. Achilles Williams, Atty. Tony M. Clayton - Ex Officio



Office of the Chancellor  
P.O. Box 9374  
Baton Rouge, Louisiana 70813

Voice: (225) 771-5020  
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September 3, 2010

Dr. Ronald Mason, President  
Southern University System  
4th Floor, J. S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, LA 70813

**Re: Tenure and Promotion of Dr. Alo Dutta, Assistant  
Professor of Rehabilitation and Disability Studies**

Dear Dr. Mason:

In the fall of 2007, Dr. Alo Dutta, Assistant Professor of Rehabilitation and Disability Studies, applied for tenure and promotion to Associate Professor. Her application was approved at the departmental, college, academic affairs, and chancellor levels. Subsequently, in a letter dated 10/24/2008, Dr. Kassie Freeman stated (in effect) that her office found that Dr. Dutta met the criteria for tenure and promotion but lacked the citizenship status to be promoted and tenured at the time. Dr. Dutta has now acquired the citizenship status required for tenure and promotion by having obtained "permanent residency" (her Green Card) in April of 2010.

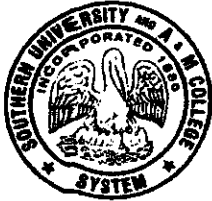
During the period of 2002-2009, Dr. Dutta secured ten (10) federal grants amounting to \$9.05 million and coauthored 29 publications in referred journals. Without question, she is among the most productive faculty members at the University.

In his letter of 8/20/2010 supporting the promotion and tenure of Dr. Dutta, Dean Robert Miller is saying that since she qualified for promotion and tenure when she initially applied and since she has subsequently demonstrated even more vividly her worthiness of promotion with tenure, her reapplication for tenure and promotion should not be necessary. A letter (dated 12/10/2009) from Dr. Madan Kundu (Chair of Rehabilitation and Disability Studies) to Dr. Mwalimu Shujaa (Executive Vice Chancellor and Provost) citing some of Dr. Dutta's accomplishments clearly supports Dean Miller's reasoning. Accordingly, I fully support the promotion and tenure of Dr. Alo Dutta without reapplication.

Respectfully,

Kofi Komotey  
Chancellor

xc: Dr. Madan Kundu, Chair of Rehabilitation and Disability Studies  
Dr. Robert H. Miller, Jr., Dean of Sciences  
Dr. Mwalimu J. Shujaa, Executive Vice Chancellor and Provost



## SOUTHERN UNIVERSITY AND A & M COLLEGE SYSTEM

J. S. CLARK ADMINISTRATION BUILDING  
BATON ROUGE, LOUISIANA 70813

OFFICE OF THE  
SYSTEM VICE PRESIDENT  
FOR ACADEMIC & STUDENT AFFAIRS

225-771-3915 (TELEPHONE)  
225-771-4388 (FACSIMILE)

October 24, 2008

Dr. Robert Miller  
Dean  
College of Sciences  
P. O. Box 9696  
Southern University and A&M College  
Baton Rouge, LA 70813

RE: Tenure and Promotion

Dear Dr. Miller:

Your letter, dated October 12, 2008, regarding the references subject as applicable in particular to the tenure and promotion application of a faculty member submitted in Fall 2007, although supportive of the faculty member, was in some ways disturbing. While you do not mention the faculty member by name, a review of the tenure and promotion decisions for the College of Sciences makes it easy to determine of whom you referred.

From your letter, I am not certain whether you reviewed the results of the tenure and promotion action recommended to the Board as it related to the faculty member of whom you inquired. As my office reviewed her application, it was determined that she did in fact meet the criteria for tenure and promotion. The problem with the issue of granting tenure rested on the fact, as your letter notes, that your faculty member is an H-1B, who by law cannot be vested with a faculty status that even suggests that our intent is for her appointment to have permanency. The challenge that we addressed was in granting her the promotion and, specifically, recommending the denial of tenure by the Board. It was a challenge because she was not eligible for tenure and you, as well as the department chair, should have addressed the issue of her ineligibility for tenure before it left your area, while making the argument that you now submit for granting the promotion only.

Your letter makes the observation that another H-1B faculty member from your area was promoted to the rank of associate professor, which under the University's rules carries automatic tenure. Your explanation that the former Vice Chancellor and you determined that it was best to allow him to retain the rank but not the tenure.

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August 20, 2010

Dr. Kassie Freeman  
Vice President for Academic and Student Affairs  
Southern University System  
4th Floor, J. S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, LA 70813

**Re: Tenure and Promotion for Dr. Alo Dutta, Assistant  
Professor of Rehabilitation and Disability Studies**

Dear Dr. Freeman:

By way of this communication, we are seeking your formal recommendation of the promotion and tenure of Dr. Alo Dutta, Assistant Professor of Rehabilitation and Disability Studies, without reapplication.

In brief, Dr. Alo Dutta applied for tenure and promotion (T&P) in the fall of 2007. At every level (departmental, college, vice chancellor, and chancellor) in the T&P process, her application was approved for promotion with tenure. At the level of president, she was also clearly deemed to be worthy of promotion with tenure. The application was denied, however, because of her H1B visa status at the time. While admittedly her visa status should have been noted at the college level, the fact still remains that her application (based on her research, scholarship, and teaching) clearly warranted promotion with tenure at the time. In retrospect, her application should have been sent forward from the college with a recommendation for "promotion only," since she did not have a green card.

The fact is that absolutely no one disputes the contention that Dr. Dutta (based purely on academic performance) was clearly deserving of promotion with tenure at the time. What we are now stating is that she is even **more deserving** of promotion and tenure at the present time.

The first six pages of the attachments give some of the accomplishments of Dr. Dutta as of December 2009. The remaining ten pages constitute copies of communications that have followed in the aftermath of her T&P application in the fall of 2007.

The fact of the matter is that Dr. Dutta has vividly demonstrated herself to be "worth more than her weight in gold" at the University, for the amount of indirect-cost funds that she has brought to the University in the form of grants has clearly exceeded her salary as a faculty member.

Very few faculty members at the University are able to support themselves every summer and donate an entire semester of salary to the University during a regular academic year by way of paying themselves entirely from funded grants, as Dr. Dutta did in the spring of 2010. If we had a lot more faculty like Dr. Dutta, our current budget situation would be significantly less critical.

The documentation of Dr. Dutta's activities as a faculty member at SUBR strongly support my position that Dr. Dutta should not have to reapply for T&P. She was eligible for T&P at the time of her application and is even more eligible now. Accordingly, I am requesting your recommendation to President Mason that Dr. Dutta be approved for T&P without reapplication.

Now that Dr. Dutta has finally received her green card, she can work anywhere. Particularly in this time of a most severe budget crisis at the University, she is too great an asset to the University for us to lose her.

Respectfully,



Robert H. Miller, Jr.  
Dean

xc: Dr. Madan Kundu, Chair of Rehabilitation and Disability Studies  
Ms. Tracie Woods, Executive Counsel to the President and System  
Dr. Mwalimu J. Shujaa, Vice Chancellor and Provost



DEPARTMENT OF REHABILITATION AND  
DISABILITY STUDIES  
230 Blanks Hall  
Baton Rouge, Louisiana 70813

PHONE: 225-771-2667  
225-771-3020  
FAX: 225-771-2293

December 10, 2009

Dr. Mwalimu J. Shujaa  
Executive Vice Chancellor and Provost  
Office of Academic Affairs  
3rd Floor, J. S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, LA 70813

**Re: Justification to Extend the H1B Visa of Dr. Alo Dutta, Assistant  
Professor of Rehabilitation and Disability Studies**

Dear Dr. Shujaa:

This is a request, based on the Employment Guidelines of the University, to extend the sponsorship of Dr. Alo Dutta's H1B Visa.

Having joined the SUBR faculty of the Department of Rehabilitation and Disability Studies in the fall of 2002, Dr. Alo Dutta has been at the University for more than seven years. During this time, her performance has clearly exceeded our expectations. The vast contributions that she has made to the department and the University include:

- 1. Federal Grants and Contracts (10 grants amounting to \$9.057 million during 2002-2009.**
  - 2009-2014: Rehabilitation Counselor Training with Specialization in Rehabilitation Ethnic Minorities, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$750,000 – Project Director.**
  - 2009-2014: Rehabilitation Counselor Training - Comprehensive System of Personnel Development, Rehabilitation Services Administration Washington, D.C., **\$1.00 million – Associate Project Director.**
  - 2008-2010: Minority-Disability Alliance in Science, Technology, Engineering, and Mathematics, National Science Foundation, Arlington, VA (Subcontract from Hunter College-CUNY), **\$1.07 million – Co-Principal Investigator.**
  - 2005-2010: Rehabilitation Capacity Building Project for Underrepresented Populations, U. S. Department of Education, Rehabilitation Services Administration, Washington, D.C., **\$1.125 million – Associate Project Director.**

- 2005-2010: Rehabilitation Counseling Program with a Specialization in Vocational Evaluations and Work Adjustment for Culturally Diverse Populations, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$500,000 – Associate Project Director.**
- 2004-2009: Rehabilitation Counselor Training with Specialization in Rehabilitation of Ethnic Minorities, Rehabilitation Services Administration, U. S. Department of Education, Washington, D.C., **\$750,000 – Projector Director.**
- 2004-2009: Rehabilitation Counselor Training – Comprehensive System of Personnel Development, Rehabilitation Services Administration, Washington, D.C., **\$1.00 million – Associate Project Director.**
- 2003-2010: Rehabilitation Research Institute for Underrepresented Populations, U.S. Department of Education, National Institute on Disability and Rehabilitation Research, Washington, D.C., **\$1.75 million – Principal Investigator.**
- 2004-2005: Rehabilitation Counseling Program with a Specialization in Vocational Evaluation and Work Adjustment for Culturally Diverse Populations, Rehabilitation Services Administration, U.S. Department of Education, Washington, D.C., **\$500,000 – Project Director.**
- 2002-2005: National Rehabilitation Capacity Building Project for Minority Entities, U.S. Department of Education, Rehabilitation Services Administration, Washington, D.C., **\$675,000 – Projector Coordinator.**

**2. Refereed Publications (23 during 2002-2009)**

Rahimi, M., Blalock, K. M., Dutta, A., Chan, J. Y., Dalton, J., Chan, F., & Rosenthal, D. (2009). Disparities in vocational rehabilitation services and outcomes for African American clients with traumatic brain Injury. *Rehabilitation Counselor Educator Journal*, 3(2), 5-16.

Kundu, M. M., Dutta, A., & Chan, F. (2010). A systems approach to placement for diverse individuals with disabilities. In F. Balcazar, Y. Suarez-Balcazar, T. Taylor-Ritzler, and C. Keys (Eds.), *Race, culture and disability: Rehabilitation science and practice*, (pp. 325-341). Sudbury, MA: Jones and Bartlett Publishers.

Dutta, A. (2009). Rehabilitation practices and practitioners: Innovations and evolution (Advancing the professional identity). *Rehabilitation Education*, 23(1), 5-32.

- Dutta, A., Kundu, M. M., & Schiro-Geist, C. (2009). Coordination of Postsecondary Transition Services for Students with Disabilities, *Journal of Rehabilitation*, 75(1), 10-17.
- Dutta, A., Gervery, R., Chan, F., Chou, C., & Ditchman, N. (2008). The Effect of Vocational rehabilitation Services and Personal Factors on Employment Outcomes of People with Disabilities: A National Study. *Journal of Occupational Rehabilitation*, 18(4), 326-334. Available online: <http://www.springerlink.com/content/73m7276440723512/>
- Dutta, A., Kundu, M., & Priest, J. (2008). Pattern of Independent Living Services Need and Satisfaction in Saipan and American Samoa: A Consumer Perspective. *Rehabilitation Professional*, 17(1), 123-138.
- Williams, F., Dutta, A., Kundu, M. M., & Welch, M. (2008). Vocational Rehabilitation Services Needs of Female Ex-Inmates with Mental Illness: The Perspective of a Southern State. *Journal of Applied Rehabilitation Counseling*, 39(3), 25-32.
- Johnson, E., Kundu, M., & Dutta, A. (2008). Factors influencing rehabilitation counselor satisfaction with evaluation services. *Journal of Vocational Evaluation and Work Adjustment*, 36(1), 43-53.
- Dutta, A., & Kundu, M. M. (2008) (2<sup>nd</sup> ed.). Role of independent living in rehabilitation. In J. D. Andrew and C. W. Faubion (Eds.), *Rehabilitation services: An introduction for human service professionals*, (pp. 398-414). Osage Beach, MO: Aspen Professional Services.
- Dutta, A., Perry, D., & Marme, M. (2007). Rehabilitation professionals: Forging new alliances. *Rehabilitation Education*, 21(1), 5-26.
- Cardoso, E., Romero, M., Chan, F., Dutta, A., & Rahimi, M. (2007). Disparities in vocational rehabilitation services and outcomes for Hispanic clients with traumatic brain injury: Do they exist? *Journal of Head Trauma Rehabilitation*, 22(2), 85-94.
- Lewis, L., Dutta, A., Miller, D., Washington, C., & Kundu, M. (2007). Rehabilitation counselors knowledge and attitudes towards consumers with HIV/AIDS. *Rehabilitation Professional*, 15(1), 47-55.
- Dutta, A., & Kundu, M. M. (2006). Psychosocial adjustment to disability: A multi-ethnic approach. In C. Flowers, P. Leung, P. Sanderson, & W. Talley (Eds.). *Multicultural issues in rehabilitation and applied health*, (pp. 155-175). Osage Beach, MO: Aspen Professional Services.

- Kundu, M.M., Dutta, A., & Walker, S. (2006). Participation of Culturally Diverse Personnel in State-Federal Rehabilitation Agencies. *Journal of Applied Rehabilitation Counseling, 17*(1), 30-36.
- Rosenthal, D., Chan, F. Wong, D., Kundu, M., & Dutta, A. (2005). The effects of consumer characteristics and service patterns on vocational rehabilitation employment outcomes. *Journal of Rehabilitation Administration, 29*(4), 229-244.
- Chan, F., Wong, D., Rosenthal, D., Kundu, M., & Dutta, A. (2005). Eligibility rates of traditionally underserved individuals with disabilities revisited: A data mining approach. *Journal of Applied Rehabilitation Counseling, 36*, 3-10.
- Kundu, M. M., Schiro-Geist, C., & Dutta, A. (2005). A systems approach to placement: A holistic technique, *Journal of Forensic Vocational Analysis, 8*, 23-29.
- Marme, M., Crandall, L., Schiro-Geist, C., Broadbent, E., Kundu, M., Dutta, A., & Dunlevy, T. (2005). The development of an instrument to assess the psychosocial variables in the design for an experiment and demonstration in early intervention. *RehabPro, 13*(1), 58-67.
- Kundu, M. M., & Dutta, A. (2004). Pattern of service delivery to culturally diverse consumers in a state rehabilitation agency: A five-year study. *RehabPro, 12*(3), 51-57.
- Kundu, M. M., Dutta, A., Schiro-Geist, C., & Crandall, L. (2003). Disability related needs and satisfaction of university students. *Rehabilitation Education, 17*(1), 45-54.
- Kundu, M., & Dutta, A. (2002). Independent living. In J. D. Andrew and C. W. Faubion (Eds.), *Rehabilitation Services: An introduction for human service professionals* (pp. 477-491). Osage Beach, MO: Aspen Professional Services.
- Dutta, A., & Kundu, M. (2002). Review of the book *Rehabilitation and American Indians with disabilities: A handbook for administrators, practitioners, and researchers*. *Rehabilitation Counseling Bulletin, 45*(3), 168-169.

### **3. Member of Editorial Board**

- 2009 - Reviewer, Women's Health Issues Journal
- 2009 - Reviewer, Disability and Rehabilitation Journal
- 2009 - Reviewer, Disability Hearth Journal

- 2004 - Editor, National Rehabilitation Counseling Association Online Newsletter
- 2004 - Member, Editorial Board, NRA Journal of Vocational Evaluation and Work Adjustment Association


**4. National and Regional Professional Activities**

- 2009- Grant Reviewer, National Science Foundation
- 2008-09 Chair, Program Committee, National Council on Rehabilitation Education
- 2006-07 Co-Chair, Conference Committee, National Council on Rehabilitation Education
- 2006 Member, Membership Committee, National Rehabilitation Counseling Association
- 2005
- 2008 Reviewer, American Rehabilitation Counseling Association (ARCA) Research Award
- 2009
- 2010
- 2003 Grant Reviewer, Rehabilitation Services Administration, U.S. Department of Education
- 2005
- 2007
- 2005 Member, RSA Region VI Education Forum Planning Committee

Certainly over the past seven years, Dr. Dutta (by way of the vast number of externally funded proposals that she has authored and co-authored) has been instrumental in bringing significant funding in indirect cost to the University. Moreover, her success in grantsmanship has enabled her to support herself each summer and donate at least one-third of her salary to the University during most of the academic-year semesters she has been at SUBR.

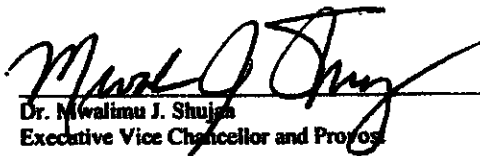
If we had a lot more faculty like Dr. Dutta, our current budget situation would be significantly less critical. As a faculty member, her contributions to the University have been far more than most. Accordingly, we seek your support and the support of Chancellor Lomotey in allowing us to move forward with the extension of Dr. Dutta's Visa.

Respectfully,



**Dr. Madan Kundu  
Professor and Chair  
Rehabilitation and Disability Studies**

Approvals:



**Dr. Mwalimu J. Shujaa  
Executive Vice Chancellor and Provost**



**Dr. Robert H. Miller, Jr.  
Dean of Sciences**



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**RECEIVED**

**SEP 03 2010**

## **MEMORANDUM**

**ACADEMIC AFFAIRS**

September 3, 2010

**To:** Dr. Mwalimu Shujaa  
Executive Vice Chancellor and Provost

**From:** Robert H. Miller, Jr.  
Dean of Sciences

**Re:** Promotion and Tenure of Dr. Alo Dutta  
Assistant Professor of Rehabilitation and Disability Studies

On Tuesday, August 24, 2010, Dr. Kundu and I met with Dr. Kassie Freeman and Ms. Tracie Woods about the tenure and promotion of Dr. Alo Dutta. Dr. Freeman expressed her support of the promotion and tenure of Dr. Dutta without reapplication but stated that she needed a letter of support from the Chancellor to support her support of Dr. Dutta when she presented the matter to President Ronald Mason.

Accompanying this communication is a support letter (coming from the Chancellor) that I have written for the Chancellor to sign if he agrees sufficiently with the content therein. The letter is written to refer to the attachments to the letter. If the Chancellor wants to make changes in the letter, he can pull up the letter (in MS WORD format) from the accompanying CD. Of course, it goes without saying that the Chancellor can write an entirely new support letter if he chooses to do so. The support letter that I sent to Dr. Freeman on August 20, 2010, is also on the CD.

Dr. Freeman stressed that we need to get the Chancellor's support letter (if he agrees) to her ASAP to get the item of Dr. Dutta's T&P on the agenda for the Board Meeting on September 10, 2010.