

SPECIAL RECOGNITION COMMITTEE

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

August 15, 2025

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Board Chairman Tony Clayton. The Board Chairman announced the convening of the Special Recognition Committee.

The invocation was given by Rev. Johnny L. Johnson, Jr. Pastor of Union Baptist Church, Brusly, LA
The Pledge of Allegiance was led by Jayden Domineck, a dedicated sophomore at Southern University Laboratory School.

AGENDA ITEM 3: SPECIAL PRESENTATIONS

A. Ghana Africa Study Abroad 2025 Presentation

Ms. Maple Gaines and Ms. Zazell Dudley joined the college of business on the Ghana trip. Dean Andrews and all attendees were present and gave a presentation on the trip.

B. AT&T Cellular on Wheels (COW) Tower at A.W. Mumford Stadium Update

David Aubrey with AT & T along with his team members were present with an update on the tower at the stadium. There were questions from the board members which Mr. Aubrey was able to answer.

C. Brand Awareness Presentation (SUBR)

1. Digital Television and Full Circle News Collaboration
2. WSUB Radion Station
3. ALIVE Podcast Network

Dr. Merrick led the presentation along with virtual guests.

AGENDA ITEM 4: ADJOURNMENT

A motion was made by Atty Domoine Rutledge to adjourn the meeting.

ACADEMIC AFFAIRS COMMITTEE

(Following Special Recognition Committee)

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

August 15, 2025

MINUTES

The Board Chairman Tony Clayton. announced the convening of the Academic Affairs Committee. Mrs. Ann Smith called the committee meeting to order.

Roll Call by President Shields

Present: Mrs. Ann Smith – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Myron K. Lawson, and Atty Tony Clayton - Ex Officio

Absent: Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

There was a motion by Atty Tony Clayton and the second by Mr. Myron K. Lawson to adopt the agenda.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

Action Item 5A - 15 public comment cards - - (i.e. Faculty, Deans, Department Chairs) -

AGENDA ITEM 5: ACTION ITEM(s)

There were extensive discussion and questions around Action Item 5A. Mr. Myron K. Lawson made a motion to approve Action Item 5A and Chairman Clayton asked for a substitute to the motion, there wasn't a second and it didn't pass so there was a second to the original motion and a roll call vote.

Everyone voted yes for the exception of Chairman Clayton. He voted no with a statement.

Motion was approved.

A. Request for Approval of Faculty Handbook (SUBR)

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There were extensive discussion and questions around Action Item 5B as well. It was agreed by the board members to defer Action item 5B (1-2) until later. Atty Rutledge recommends they look at each campus and make sure there be consistency among all campuses.

B. Request for Approval of Tenure and Promotion Applicants who Appealed: (SUBR)

**SOUTHERN UNIVERSITY AND A&M COLLEGE RECOMMENDATION FOR FACULTY
TENURE AND RECOMMENDATION FOR FACULTY**

	Department	Present Rank	Next Rank	Years of Experience at SU as Full-time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)
Christine Jeansonne	English	Assistant Professor	Associate Professor	5	5	Yes	4/36%
Tesfalidet Tukue	Accounting, Finance and Economics	Assistant Professor	Associate Professor	5	5	Yes	7/90%

1. PROMOTION and TENURE

***Effective Date: Fall Semester of 2025**

Campus: Southern University Baton Rouge

*Provided all approvals are secured prior to this date

**SOUTHERN UNIVERSITY AND A&M COLLEGE RECOMMENDATION FOR FACULTY
TENURE AND RECOMMENDATION FOR FACULTY**

2. PROMOTION ONLY

***Effective Date: Fall Semester of 2025**

Campus: Southern University Baton Rouge

	Department	Promotion from Present	Next Rank	Years of Experience at SU as Full-time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)
Rachel E. Vincent-Finley	Mathematics	Associate Professor	Full Professor	15	9	Already Tenured	3/60%

*Provided all approvals are secured prior to this date

C. Request for Approval for Academic Programs for Consideration:

1. College of Sciences and Engineering, Bachelor of Science Degree in Chemical Engineering (SUBR)
2. Minor in Construction Management (SUBR)
3. College of Business, Graduate Certificate in Government Procurement and Contracts Management (SUBR)

AGENDA ITEM 6: INFORMATIONAL ITEM(s)

- A. Governor's Task Force on Public Higher Education Reform - Executive Order #JML 25-083 (SUBR)
- B. Restructuring for the Southern University School of Nursing and Allied Health for the 2025-2026 Academic Year (SUBR)
- C. College of Sciences and Engineering-Integration of Artificial Intelligence (AI) in the Academic Program (SUBR)

AGENDA ITEM 7: OTHER BUSINESS

None

AGENDA ITEM 8: ADJOURNMENT

A motion was made by Ms. Zazell Dudley to adjourn the meeting.

FACILITIES AND PROPERTY

(Following Academic Affairs Committee)

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

August 15, 2025

MINUTES

The Board Chair Tony Clayton announced the convening of the Facilities and Property Committee. Member Donald Ray Henry called the committee meeting to order.

Roll Call by President Shields

Present: Mr. Donald Ray Henry – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Paul P. Matthews, Atty. Domoine Rutledge, Atty. Edwin Shorty, Mrs. Ann Smith, Dr. Rani Whitfield and Atty. Tony Clayton – Ex Officio

Absent: Mr. Chris Masingill

AGENDA ITEM 3: ADOPTION OF THE AGENDA

There was a motion by Dr. Rani Whitfield and a second by Atty Edwin Shorty to adopt the agenda. Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM(s)

A. Facilities Update (SUS)

Mr. Dawson provided an update on all projects and answered questions from board members.

AGENDA ITEM 7: OTHER BUSINESS

None

AGENDA ITEM 8: ADJOURNMENT

A motion was made by Atty Domoine Rutledge to adjourn the meeting.

FINANCE COMMITTEE

(Following Facilities and Property Committee)

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

August 15, 2025

MINUTES

The Board Chair Tony Clayton announced the convening of the Finance Committee. Mr. Myron K. Lawson called the committee meeting to order.

Roll Call by President Shields

Present: Mr. Myron K. Lawson – Chair, Mrs. Ann Smith – Vice Chair, Mr. Reggie Abraham, Atty. Quincy Cawthorne, Ms. Zazell Dudley, Ms. Maple Gaines, Atty. Domoine Rutledge and Atty. Tony Clayton– Ex Officio

Absent: Chris Masingill

AGENDA ITEM 3: ADOPTION OF THE AGENDA

There was a motion by Chairman Tony Clayton and a second by Atty Quincy Cawthorne to adopt the agenda.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM

There was a motion by Atty Tony Clayton and the second by Atty Quincy Cawthorne to approve Action Items 5A-5B globally.

Motion was approved.

- A. Request for Approval of Retirement Incentive Plan (SUNO)
- B. Request for Approval of FY 2025-2026 Operating Budgets:
 - 1. Southern University System Employee Schedule
 - 2. Southern University Board and System Administration Operating Budget
 - 3. Southern University Board and System Inter-Institutional Cost Transfer Budget
 - 4. Southern University Board and System Administration Inter-Institutional Transfers Direct Charges Budget
 - 5. Southern University Board and System Special Meals and Miscellaneous Travel Budget
 - 6. Southern University Baton Rouge Campus Operating Budget
 - 7. Southern University Law Center Operating Budget
 - 8. Southern University New Orleans Campus Operating Budget
 - 9. Southern University Shreveport Campus Operating Budget

10. Southern University Agricultural Research and Extension Center Operating Budget
11. SUBR Athletics Intercollegiate Budget
12. SUNO Athletics Budget
13. SUSLA Athletics Budget

AGENDA ITEM 6: INFORMATIONAL ITEM(S)

None

AGENDA ITEM 7: OTHER BUSINESS:

None

AGENDA ITEM 8: ADJOURNMENT

A motion was made by Chairman Tony Clayton to adjourn the meeting.

GOVERNANCE COMMITTEE

(Following Finance Committee)

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

August 15, 2025

MINUTES

The Board Chair Tony Clayton announced the convening of the Governance Committee. Rev. Dr. Samuel Tolbert called the committee meeting to order.

Roll Call by President Shields

Present: Rev. Dr. Samuel Tolbert – Chair, Atty Quincy Cawthorne – Vice Chair, Mr. Aaron Manzy, Mr. Chris Masingill, Atty Domoine Rutledge, Atty Edwin Shorty, Mr. Henry Whitehorn, and Atty Tony Clayton – Ex Officio

Absent: Mr. Christopher Masingill and Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Atty Edwin Shorty and seconded by Atty Domoine Rutledge, the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(s)

There was a motion by Chairman Tony Clayton and the second by Atty Quincy Cawthorne to approve Action Items 5A-5E globally.

Motion was approved

A. Request for Approval of the Intellectual Property Policy (SUAREC)

B. Request for Approval: Board Compliance with SACSCOC Standards:

1. SACSCOC Standard 4.2a (Mission Review) – Campus Mission Statements are submitted for the Board's annual review.
2. SACSCOC Standard 4.2d (Conflict of Interest) – A blank 2025 Conflict of Interest Form is attached that needs to be completed by each Board Member.

3. SACSCOC Standard 4.2g (Board Self-Evaluation) – A blank 2025 Board Self-Evaluation Form is attached that needs to be completed by each Board Member.

C. Request for Approval: Human Resources

1. SUS-7-010 – New Policy: Recoupment of Employee Overpayments

The purpose of this policy is to support mandated internal controls that prevent employee overpayments and to establish a formal process for the recoupment of unearned or erroneous payments made to active, transferring, or separated employees in accordance with Article 7, Section 14 of the Louisiana Constitution and the La. R.S. 42:460.

2. SUS-7-011 - New Policy: FLSA, Overtime & Compensatory Leave, and the PUMP Act

The purpose of this policy is to ensure that the Southern University System fairly and lawfully compensates employees for all hours worked, in strict alignment with the Fair Labor Standards Act (FLSA) and federal regulations, including the Pump Act. It provides clear guidance on the authorization, accrual, and payout of overtime and compensatory leave, helping the System comply with state and federal labor laws. The policy promotes fiscal responsibility by mandating supervisor oversight of overtime and compensatory leave accruals to minimize financial liability.

3. SUS-7-012 – Revised Policy: Employee Leave

This revised policy provides a unified framework for administering various types of leave for unclassified staff and faculty, including annual, sick, compensatory, parental, educational, and other applicable leave types. It ensures that employee leave is managed equitably, consistently, and in accordance with the Louisiana Revised Statutes, the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), and Louisiana State Civil Service rules, where applicable. It clarifies employee entitlements, supervisor responsibilities, and administrative procedures regarding the accrual, use, and payment of leave balances.

4. SUS-7-013 - New Policy: Code of Conduct and Ethical Behavior

This new policy underscores Southern University System's commitment to fostering an environment grounded in ethical behavior, mutual respect, and personal responsibility. This Code of Conduct outlines the principles and standards of behavior expected of all employees. All personnel are expected to adhere to the highest standards of professional and ethical behavior in accordance with the values of the SUS, applicable federal and state laws, and System policies. This policy formalizes a baseline for conduct and ethical behavior.

D. Request for Approval for Approval: Compliance**1. SUS-12-001 – Revised Policy: Power-Based Violence Sexual Misconduct**

This revised policy underscores the fact that the Southern University System strives to maintain an educational community where all are welcome by ensuring the safety and well-being of students, employees, and visitors. This policy was revised based on best practices supported by the Louisiana Board of Regents and in alignment with other state universities and colleges. Stakeholders in the review and revision process included the System's Title IX Coordinators along with the System Director for Compliance. The policy was revised in accordance with the Louisiana Campus Accountability and Safety Act and Title IX of the 1972 Education Amendments.

2. SUS-12-002 – Revised Policy: Title IX Formal Grievance Procedure

This policy is a revision. It provides minor edits and revisions to ensure alignment with the Power-Based Violence/Sexual Misconduct Policy (SUS 12-001). There are no major substantive revisions to this policy. This policy supplements Title IX Formal Grievance Procedure supplements the Power-Based Violence/Sexual Misconduct Policy. The Title IX Formal Grievance Procedure addresses allegations of Title IX Sexual Harassment subject to the Title IX Regulations adopted by the U.S. Department of Education (USDOE), effective August 14, 2020. Misconduct that falls outside the scope of the Title IX Regulations (i.e., other power-based violence) may be addressed by applying the Power-Based Violence/Sexual Misconduct Policy or appropriate Human Resources policy. The Title IX Grievance Procedure and its terms supersede any policies or procedures pertaining to the investigation or adjudication of "sexual harassment" as defined in this Policy.

E. Request for Approval of Artificial Intelligence**1. SUS-1-004 – New Policy: Comprehensive Artificial Intelligence**

The purpose of this policy is to establish a clear framework for the responsible use of artificial intelligence (AI) across the Southern University System. This policy promotes ethical practices, academic integrity, and equitable access to AI resources while addressing privacy concerns and intellectual property protection. By defining principles, responsibilities, and prohibited uses of AI, the policy seeks to ensure that faculty, staff, and students use AI tools in ways that enhance learning, research, and institutional efficiency, while mitigating risks such as misuse, bias, and breaches of privacy. This forward-looking policy positions the university system to adapt to the rapid evolution of AI technology while maintaining its commitment to academic excellence and fairness.

AGENDA ITEM: ADJOURNMENT

A motion was made by Chairman Tony Clayton to adjourn the meeting.

LEGAL AFFAIRS COMMITTEE

(Following Finance Committee)

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

August 15, 2025

MINUTES

The Board Chair Tony Clayton announced the convening of the Legal Affairs Committee. Atty Quincy Cawthorne called the committee meeting to order.

Roll Call by President Shields

Present: Atty. Quincy Cawthorne – Chair Atty. Domoine Rutledge – Vice Chair, Miss Dana Bailey, Ms. Maple L. Gaines, Atty. Edwin Shorty and Atty Tony Clayton – Ex Officio

Absent: Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Atty Domoine Rutledge and seconded by Atty Edwin Shorty, the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(s)

Motion by Atty Domoine Rutledge and seconded by Chairman Tony Clayton to approve Action Item 5A.

Motion approved.

- A. Request for Approval for the Preservation Easement/Covenant for Southern University Archives Building (Historic Preservation Fund Grant) (SUBR)

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 7: ADJOURNMENT

A motion was made by Chairman Tony Clayton to adjourn the meeting.

PERSONNEL AFFAIRS COMMITTEE**(Following Legal Affairs Committee)****Leon R. Tarver II Cultural & Heritage Center****Baton Rouge, LA****August 15, 2025****MINUTES**

The Board Chair Tony Clayton announced the convening of the Personnel Affairs Committee. Atty Edwin Shorty called the committee meeting to order.

Roll Call by President Shields

Present: Atty. Edwin Shorty– Chair, Ms. Maple Gaines – Vice Chair, Mr. Reggie Abraham, Ms. Zazell V. Dudley, Atty. Domoine Rutledge, Mrs. Ann Smith, and Atty Tony Clayton – Ex Officio

Absent: Mr. Chris Masingill and Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Atty Shorty mentioned an amendment to the agenda to add Action Item 5E – Professor Deleso Alford’s request for extended leave of absence, effective July 1, 2025 – July 31, 2026, without pay. Upon the motion by Chairman Tony Clayton and seconded by Atty Domoine Rutledge, the agenda was recommended for adoption with amendment.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

Atty Edwin Shorty acknowledge email received from New Orleans constituents in reference to the SUNO personnel items.

AGENDA ITEM 5: ACTION ITEM(s)

There was a motion by Chairman Tony Clayton and the second by Ms. Maple Gaines to approve Action Items 5A-5D globally.

Motion was approved and Vice Chairman Reggie Abraham abstain from the vote.

A. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00 (SUBR)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1.Tracie Abraham	Associate Vice Chancellor for Student Affairs & Executive Director of Housing and Residential Life	New Position New Appointment	Waived	\$92,000	\$143,000	State

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2. Sandra Brown	Vice Chancellor of Health Initiatives and Dean, College of Nursing and Allied Health	Salary Adjustment	N/A	\$192,000	\$225,000	State
3. Dr. Barbara Carpenter	Dean, International Education and the Center for International Affairs & University Outreach	Salary Adjustment	N/A	\$140,000	\$153,000	State
4. Sharon Coulter	Chairperson, Undergraduate Nursing Program (BSN)	New Position New Appointment	N/A	N/A	\$108,000	State
5. Susan Flowers	Chairperson, Disability Services & Counseling	New Position New Appointment	N/A	N/A	\$108,000	State
6. Kathryn Jones	Chairperson, Therapeutic Recreation & Leisure Studies	New Position New Appointment	N/A	N/A	\$108,000	State
7. Patricia Minnis	SUSON Assoc Dean /Chairperson, Speech-Language Pathology & Audiology	New Position New Appointment	N/A	N/A	\$132,000	State
8. Annisa Taylor	Chairperson, Graduate Nursing Programs	New Position New Appointment	N/A	N/A	\$108,000	State
9. Dr. Emily Jackson Osagie	Director, School of Education	Existing Position New Appointment	Search	\$141,484 (Previous Incumbent)	\$142,000	State

B. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00 (SULC)

Name	Position/Department	Personnel Action	Waived/ Search	Salary Previous Suggested		Funding Source
1. Dr. Adrienne Shields	Special Assistant to the Chancellor	New Position New Appointment	Waived	N/A	\$123,400	State

Board of Supervisors Meeting Minutes August 15, 2025**C. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00 (SUAREC)**

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Jacqueline Dixon	Executive Assistant to the Chancellor-Dean	Salary Adjustment	N/A	\$91,052	\$110,000	State
2. Tamika Porter	Comptroller	Salary Adjustment	N/A	\$93,730	\$120,000	State

D. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00 (SUNO)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Jullin Renthrope	Interim Vice Chancellor for Administration and Finance	Existing Position New Appointment	N/A	\$175,000	\$175,000	State
2. Dr. Ashonta Wyatt	Vice Chancellor for Enrollment Management and Student Success	Existing Position New Appointment	Waived	\$140,000	\$140,000	State

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 7: ADJOURNMENT

A motion was made by Chairman Tony Clayton to adjourn the meeting.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Legal Affairs Committee)

Leon R. Tarver II Cultural & Heritage Center

Baton Rouge, LA

August 15, 2025

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Tony Clayton.

PRESENT

Mr. Reggie Abraham, Miss Dana Bailey, Atty Quincy Cawthorne, Ms. Zazell Dudley, Ms. Maple Gaines, Mr. Donald R. Henry, Mr. Myron K. Lawson, Mr. Chris Masingill, Mr. Paul Matthews, Atty Domoine Rutledge, Atty Edwin Shorty, Mrs. Ann Smith, Rev. Dr. Samuel Tolbert, Dr. Rani Whitfield and Atty Tony Clayton

ABSENT

Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Motion by Atty Domoine Rutledge and seconded by Atty Tony Clayton the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

AGENDA ITEM 5: RESOLUTIONS

Ms. Rachel Watson read resolutions for the following:

Resolutions

- Al Landry Family
- Robert Leroy Square, Sr. Family
- Stevanna Bentley Family
- Dr. Beverly Favre Family
- Dr. Mary Louvenia Deconge' Family
- Henry Etta Johnson O'Neal

There was a motion by Atty Domoine Rutledge to approve the read resolutions and second by Mr. Myron K. Lawson.

Motion approved.

AGENDA ITEM 6: ACTION ITEM(s):

There was a motion by Dr. Rani Whitfield and second by Mr. Paul Matthews approved action item 6A-6B globally.

Motion passed.

- A. Request for Approval of Minutes of July 16, 2025, SUS Board of Supervisors Meeting
- B. Request for Approval of Committee Reports and Recommendations

AGENDA ITEM 7: INFORMATIONAL ITEM(s)

- A. Presidential Report- President Shields
- B. Chancellor Reports – Chancellor Ammons, Chancellor Gantt, Chancellor McMeans, Chancellor Washington and Chancellor Pierre
- C. SU Foundation Report – Mr. Alfred Harrell
- D. SU Alumni Federation Report – Mr. Darrin Dixon

AGENDA ITEM 8: DISCUSSION OF UPCOMING PRESIDENTIAL EVALUATION (2024- 2025)

Vice Chairman Reggie Abraham notified the members of the upcoming presidential evaluation.

AGENDA ITEM 9: OTHER BUSINESS

None

AGENDA ITEM 10: ADJOURNMENT

A motion was made by Myron K. Lawson to adjourn the meeting.