

Mission Statement

Through shared governance, leadership, and a diverse system of unique institutions, the mission of the Southern University and A&M College System is to deliver affordable world-class education, a trained workforce, state-of-the-art research, creative scholarship, and transformational public service to the State of Louisiana, the Nation, and the World.

SPECIAL RECOGNITION COMMITTEE

Leon R. Tarver II Cultural & Heritage Center

Baton Rouge, LA

August 15, 2025

AGENDA

1. Call to Order
2. Invocation and Pledge of Allegiance
3. Special Presentation(s)
 - A. Ghana Africa Study Abroad 2025 Presentation
 - B. AT&T Cellular on Wheels (COW) Tower at A.W. Mumford Stadium Update
 - C. Brand Awareness Presentation (SUBR)
 1. Digital Television and Full Circle News Collaboration
 2. WSUB Radion Station
 3. ALIVE Podcast Network
4. Adjournment

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ACADEMIC AFFAIRS COMMITTEE

(Following Special Recognition)

August 15, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request for Approval of Faculty Handbook (SUBR)
 - 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

1. PROMOTION and TENURE

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

Campus: Southern University Baton Rouge

*Provided all approvals are secured prior to this date

	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%

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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

***Provided all approvals are secured prior to this date**

	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%

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)

6. Information 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)

7. Other Business

8. Adjournment

MEMBERS

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

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FACILITIES AND PROPERTY

(Following Academic Affairs Committee)

August 15, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item(s)
 - A. Facilities Update (SUS)
6. Other Business
7. Adjournment

Members

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

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FINANCE COMMITTEE **(Following Facilities and Property Committee)** **August 15, 2025**

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - 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
6. Informational Item(s)
7. Other Business
8. Adjournment

Members

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

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GOVERNANCE COMMITTEE

(Following Finance Committee)

August 15, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - 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.

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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.

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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.

6. Adjournment

Members

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

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LEGAL AFFAIRS COMMITTEE

(Following Governance Committee)

August 15, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request for Approval for the Preservation Easement/Covenant for Southern University Archives Building (Historic Preservation Fund Grant) (SUBR)
6. Adjournment

Members

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

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PERSONNEL AFFAIRS COMMITTEE

(Following Legal Committee)

August 15, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comment
5. Action Item(s)

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 of Student Affairs	Existing Position New Appointment	Waived	\$92,000	\$143,000	State
2. Sandra Brown	Vice Chancellor of Health Initiatives and Dean, College of Nursing and Allied Health	Salary Adjustment	N/A	\$192,000	\$216,000	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

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7. Patricia Minnis	SUSON Assoc Dean /Chairperson, Speech-Language Pathology & Audiology	New Position New Appointment	N/A	N/A	\$130,000	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

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 Previous Suggested		Funding Source
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 Previous Suggested		Funding Source
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

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6. Adjournment

Members

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

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SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Personnel Affairs Committee)

August 15, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Resolutions
6. Action Item(s)
 - A. Request for Approval of Minutes of July 16, 2025, SUS Board of Supervisors Meeting
 - B. Request for Approval of Committee Reports and Recommendations
7. Informational Item(s)
 - A. Presidential Report/Legislative Priorities
 - B. Chancellor Reports
 - C. SU Foundation Report
 - D. SU Alumni Federation Report
8. Discussion of upcoming Presidential Evaluation (2024-25)¹
9. Other Business
10. Adjournment

¹Pursuant to LSA R.S. 42:17 (A)(1) these items may require executive session.