

**BOARD OF TRUSTEES FOR ALABAMA STATE UNIVERSITY
MINUTES OF THE REGULAR MEETING
SEPTEMBER 14, 1992**

The Board of Trustees for Alabama State University met on September 14, 1992 in the Levi Watkins Learning Center Conference Room at Alabama State University.

The meeting was called to order by the Chairman, Dr. Joe L. Reed at 9:15 a. m. Invocation was given by Dr. James A. Smith, Vice Chairman of the Board. The Chairman asked Dr. C. C. Baker, the President of the University and Secretary to the Board, to call the roll. Answering present: Ms. B. Maxine Coley, Dr. LaRue W. Harding, Mayor Andrew M. Hayden, Ms. Lillian A. Hope, Mrs. Patsy B. Parker, Dr. Joe L. Reed, Dr. James A. Smith and Mrs. Frankye H. Underwood. Absent were Dr. Richard Arrington, Jr., Attorney Larry H. Keener and Governor Guy Hunt. There are two vacant seats.

Agenda Item#3--Adoption of the Minutes of the Previous Meeting. The Chairman called for a motion to adopt the minutes of the May 15, 1992 meeting. On motion by Mayor Hayden and second by Ms. Hope, the minutes were adopted as written by a 7 to 1 vote. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

Agenda Item#4--Action on the Agenda. Chairman Reed called for adoption of the agenda. On motion by Dr. Harding, and second by Mrs. Underwood, the agenda was adopted by a 7 to 1 vote. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

Agenda Item#5--President's Report. Chairman Reed called for the President's Report. President Baker read a letter from Dr. Yvonne Kennedy, President of Bishop State Community College, expressing appreciation for the surplus bus conveyed to Bishop at the last meeting for education purposes.

The President informed the Board that the enrollment for the 1992-93 school year (Fall Semester) is 5,350. The Freshman Class is 1,500--which is a 16 percent increase over the previous year. The overall increase in student enrollment for the 1992 Fall Semester over the 1991 Fall Semester is 11 percent.

Dr. Baker advised the Board that he has received notice that the accreditation for the Social Work Program has been reaffirmed for the next eight-year cycle.

The President announced that the College of Business Administration expects to have a site visit by the Association of Collegiate Business Schools and Programs from October 25 through October 28. If the review is favorable, the College of Business Administration should receive accreditation by that organization during the 1992-93 academic year.

President Baker informed the Board that the new Assistant Vice President for Administrative Services and Advancement, Dr. Thomas Carrington, will report for work on September 15, 1992. The President stated that Dr. Leon Frazier, Vice President for Administrative Services and Advancement, is reviewing the overall functions of the area.

Dr. Baker informed the Board that WVAS is now an improved FM Radio Station operating at 85,000 watts and with a new 380 foot tower located on the campus.

The President advised the Board that the University is currently advertising for a Vice President and Assistant Vice President for Student Affairs. Dr. William Brock, Director of Title III, is serving as Interim Vice President for Student Affairs until a permanent person is employed. Dr. Jacqueline Williams, Assistant Vice President for Student Affairs, retired July 31, 1992 and that position is currently vacant. The Administration expects to fill both positions as soon as possible.

Dr. Baker called to the attention of the Board that he had placed in their folders an organization chart. The chart shows several changes. The major changes are the Police and Security area has been transferred from Student Affairs to Administrative Services and Advancement. Effective January, 1993, Enrollment Management will be transferred from Academic Affairs to Student Affairs and the lead position will be called Director of Admissions and Recruiting instead of Director of Enrollment Management.

President Baker also advised the Board that the Academic Affairs area is working very closely with the Alabama State University/Auburn University at Montgomery joint Committee on Cooperation to satisfactorily comply with the challenges and charges of Judge Harold Murphy's decree in the case of Knight v. State of Alabama.

Chairman Reed called for **Agenda Item#6--Adoption of 1992-93 Fiscal Year Operating Budget**. Chairman Reed called for the budget report. Dr. James A. Smith, Chairman of the Finance Committee, told the Board that the proposed budget totals \$45,037,901. Dr. Smith moved and Mayor Hayden seconded that the Board of Trustees adopt the Annual Operating Budget for Alabama State University for the fiscal year beginning October 1, 1992 and ending September 30, 1993. The Chairman stated that the President had recommended salary adjustments to achieve equity for all employees at the University. It was pointed out that all employees at the University would not receive a salary adjustment. In the academic area, to bring Alabama State University's faculty salaries in line with other universities our size in the State, each professor would receive a salary adjustment of \$3,709. Each associate professor would receive a salary adjustment of \$1,889. Each instructor would receive a salary adjustment of \$2,751. Assistant professors did not receive salary adjustments because their salaries exceed the State averages for universities our size by \$1,900.

The Board was also advised that certain administrative and nonacademic employees would receive salary adjustments based on

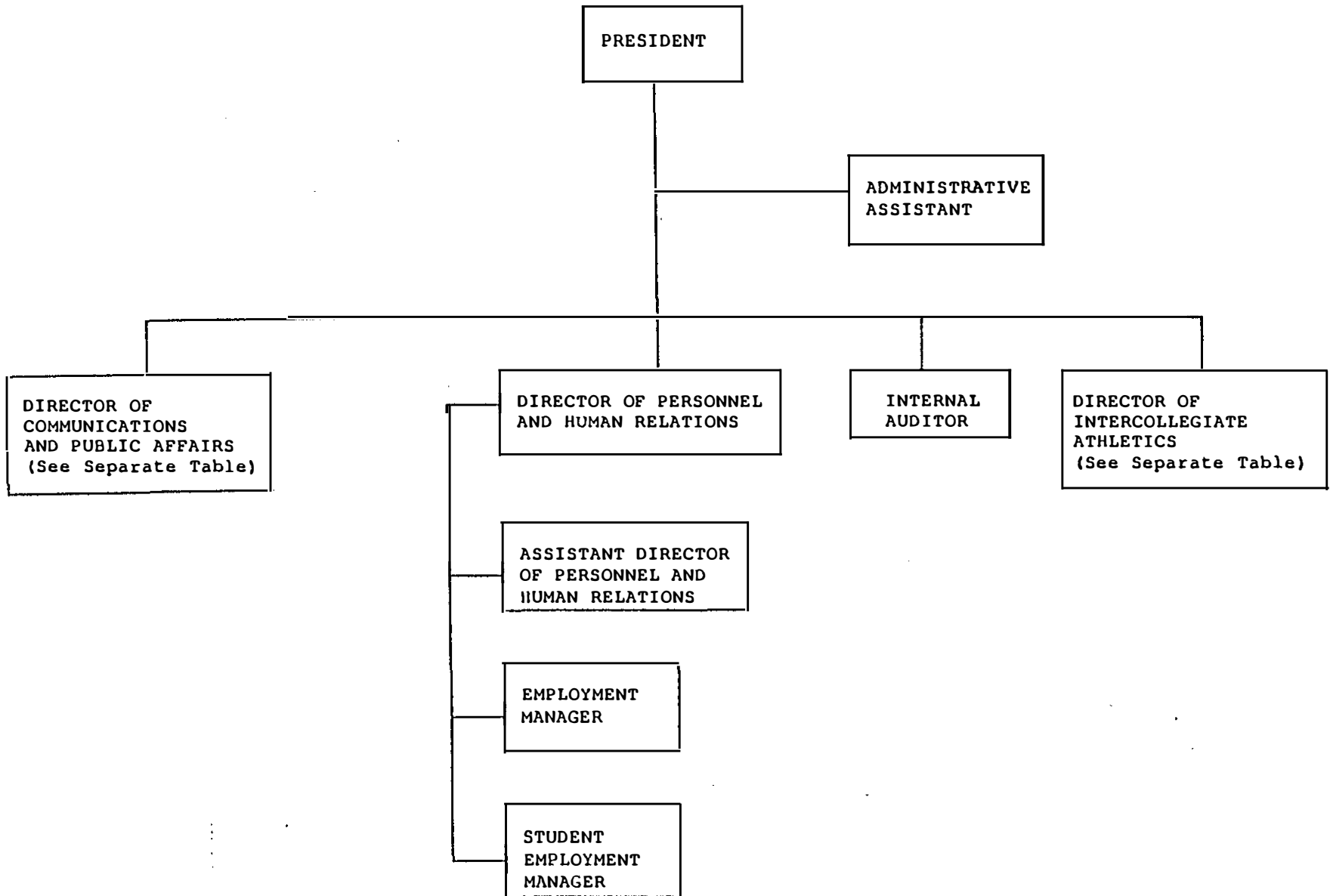
the job classification, including the President who will be paid \$100,000 annually. Employees who are underpaid would receive appropriate salary adjustments. Employees who are paid a salary above that of the job classification would not receive salary adjustments. Chairman Reed informed the Board that because of some minor adjustments in the budget, it would be necessary for the Finance Committee to meet and "fine tune" the budget. However, it would not change the bottom line. After some discussion, the motion to approve the budget was adopted was adopted by a 7 to 1 vote with the understanding that the Finance Committee will "fine tune" it as necessary. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

Chairman Reed called for **Agenda Item#7--Adoption of Job Classification and Salary Schedule/Staff-Senior Management**. The Job Classification Table was presented. It was noted that certain corrections had to be made. After some discussion, the Chairman put the question to adopt the salary schedule. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

The Board went into **Executive Session--Agenda Item#8** to discuss the good name and character of certain individuals. The Board reconvened in open session.

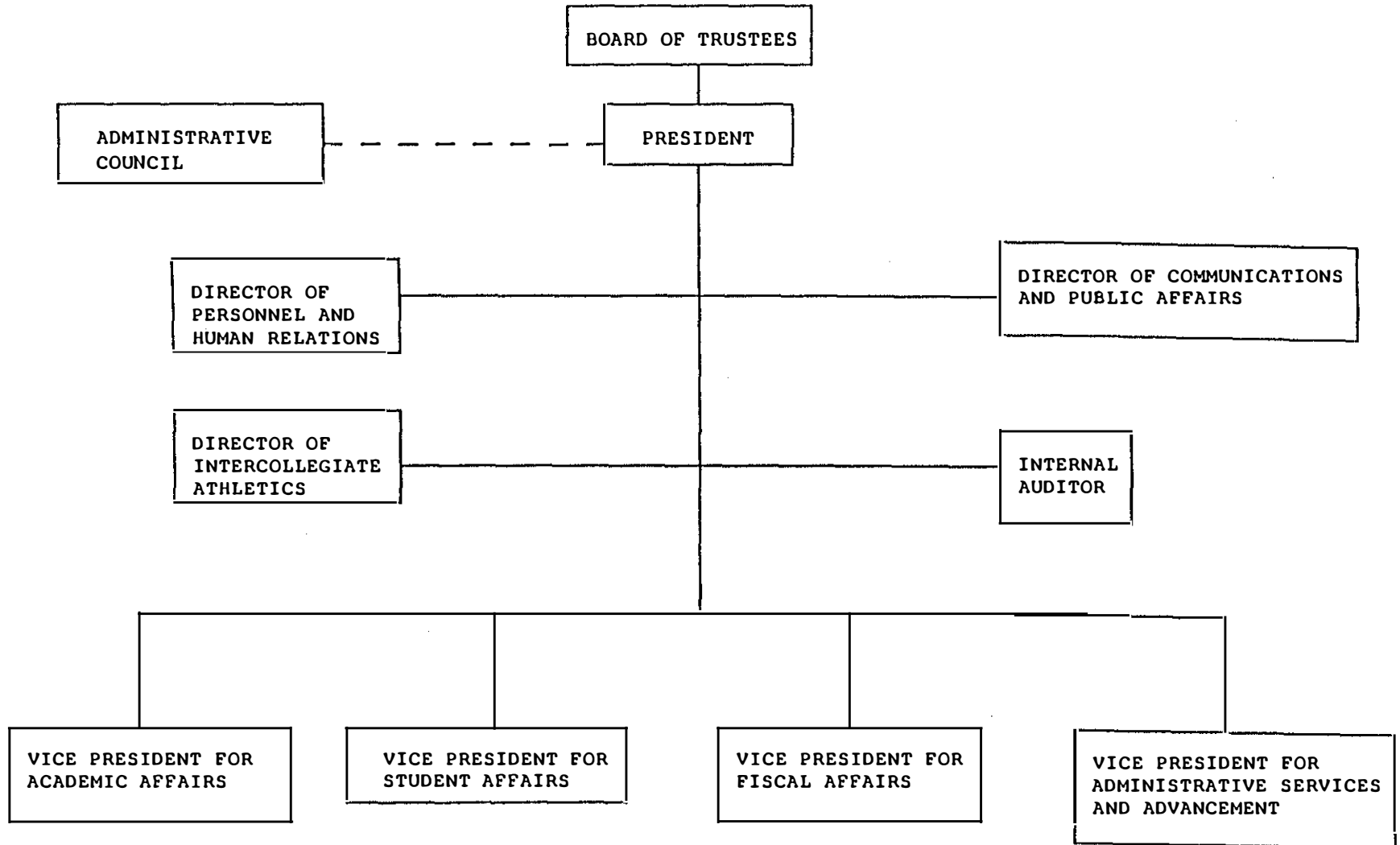
Chairman Reed called for **Agenda Item #9--Adoption of the Organization Chart**. The Chairman called for a motion to adopt the University Organization Chart to be effective October 1, 1992 which was recommended by the President in his report to the Board. On motion by Mrs. Parker and second by Ms. Hope, the organization was adopted by a vote of 7 to 1 vote. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley. This organization chart supercedes and repeals all previous charts herein adopted or in existence.

ADMINISTRATIVE ORGANIZATION OF THE OFFICE OF THE PRESIDENT

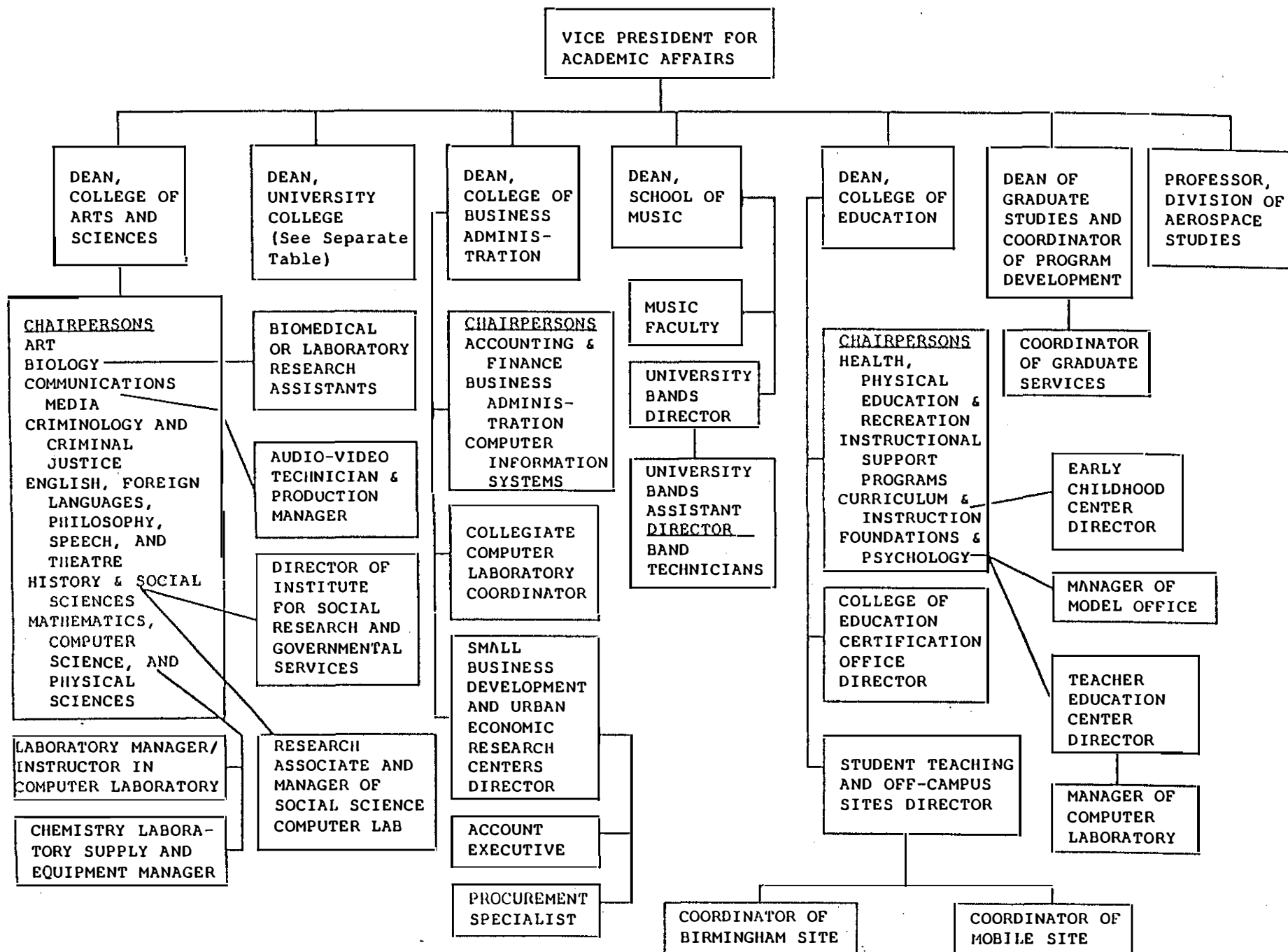


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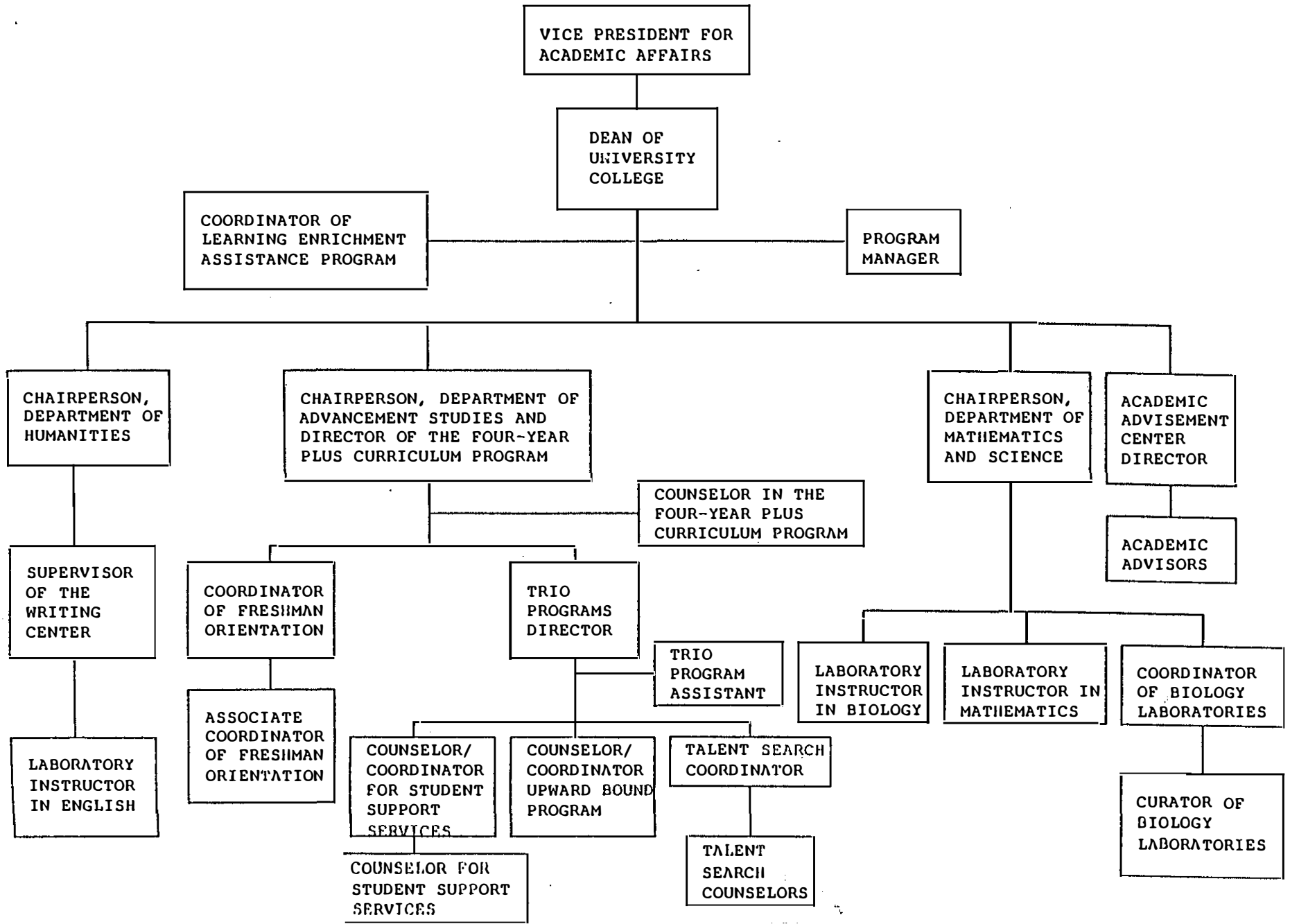
ADMINISTRATIVE ORGANIZATION OF ALABAMA STATE UNIVERSITY



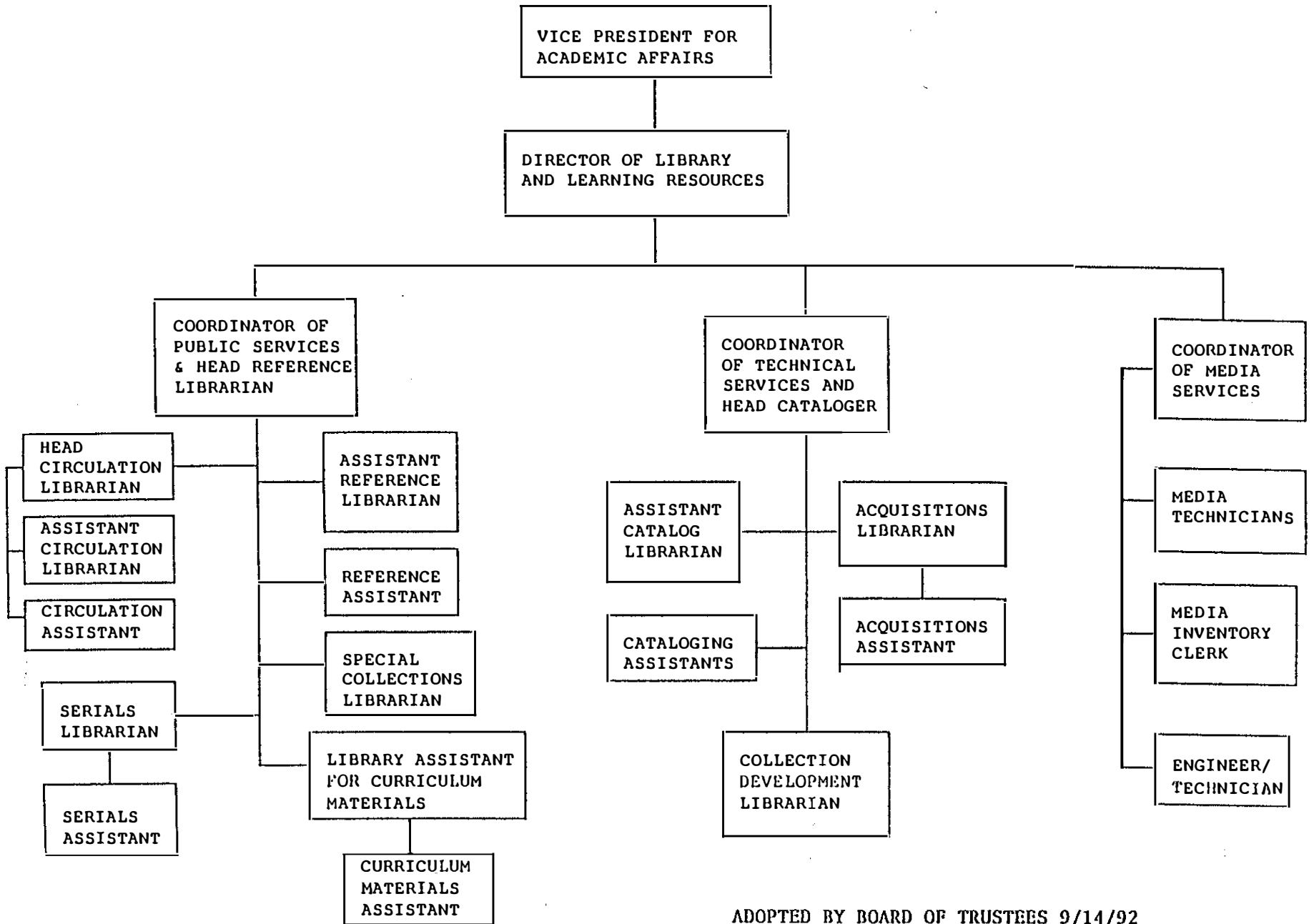
ADMINISTRATIVE ORGANIZATION OF INSTRUCTIONAL UNITS



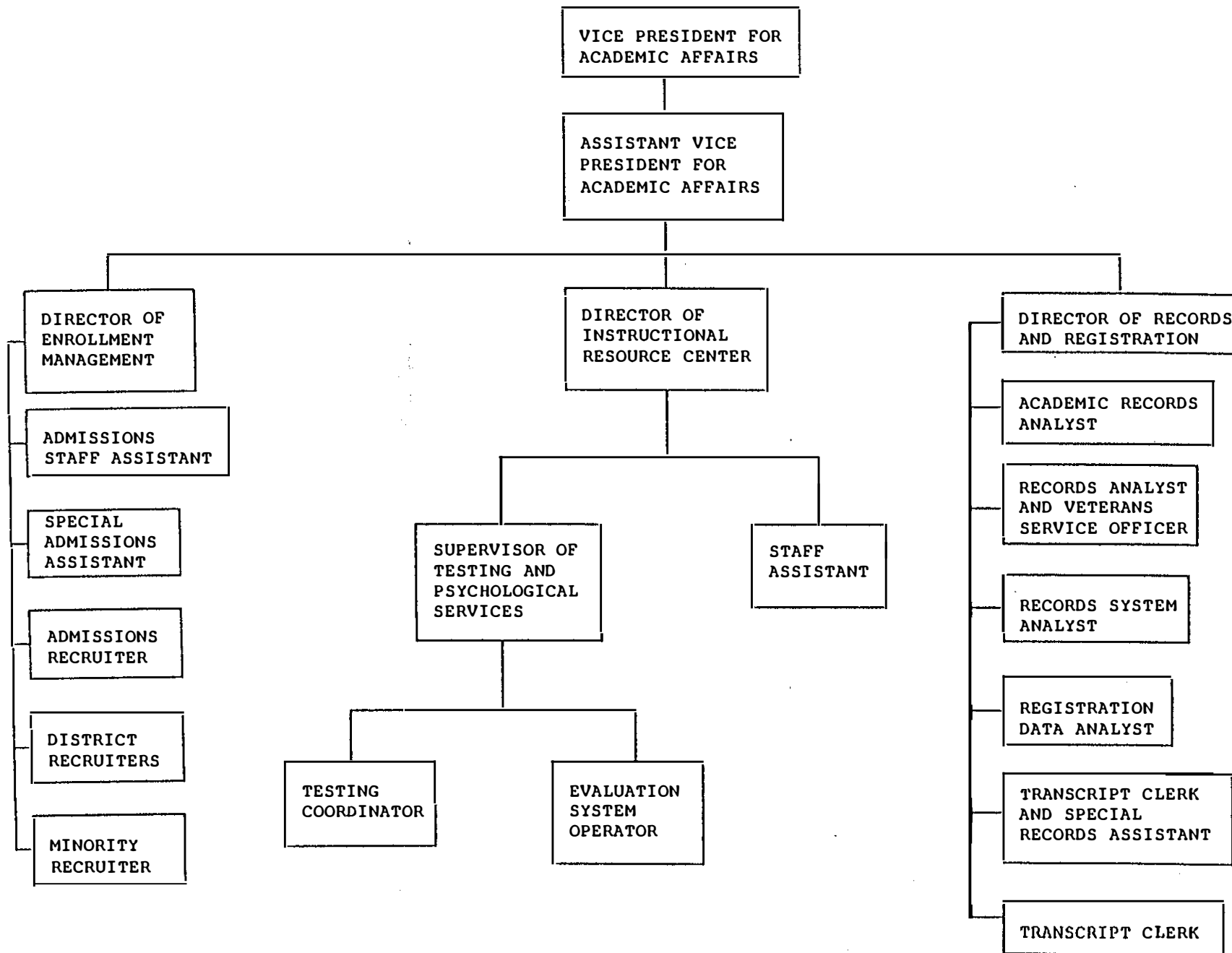
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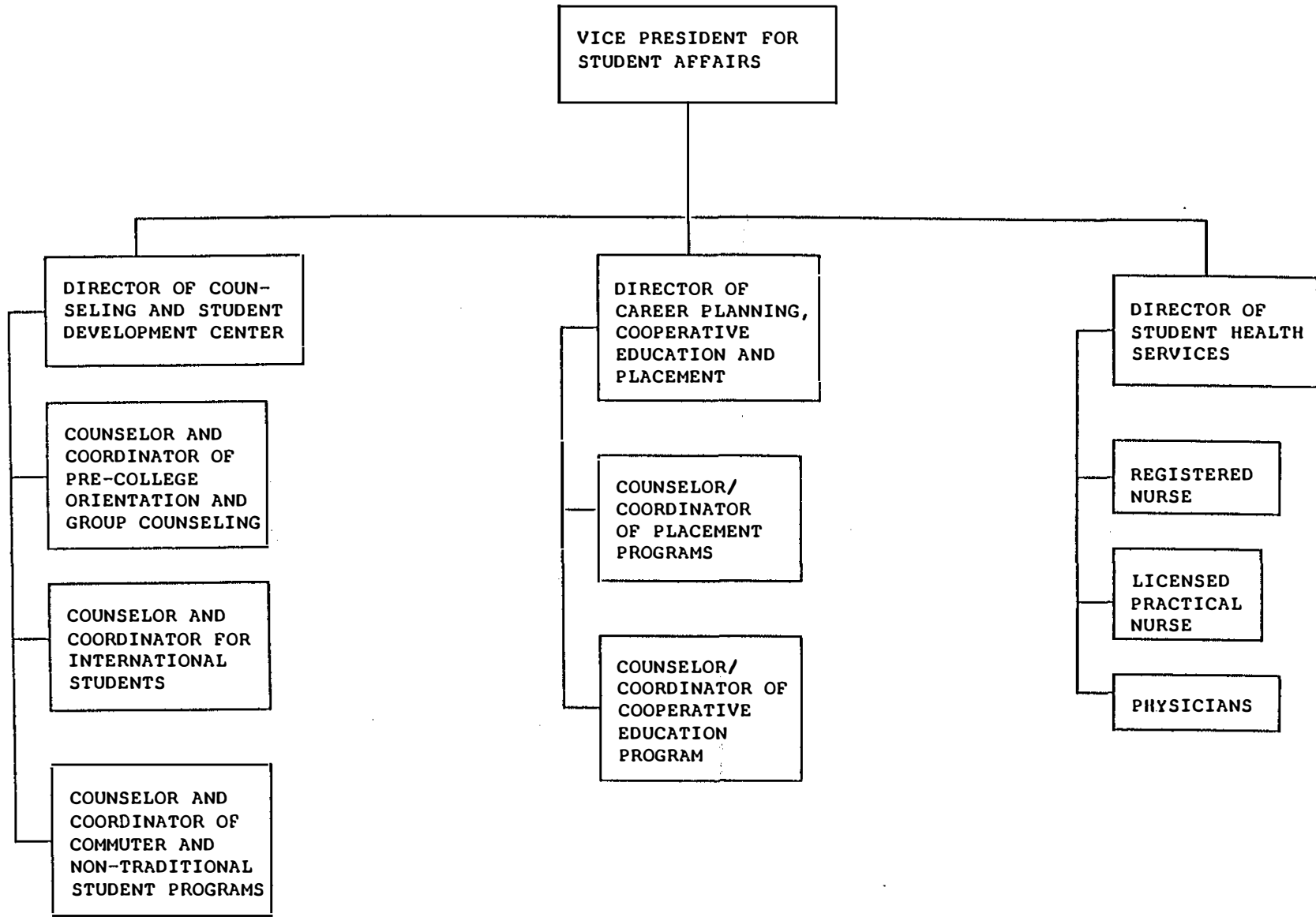
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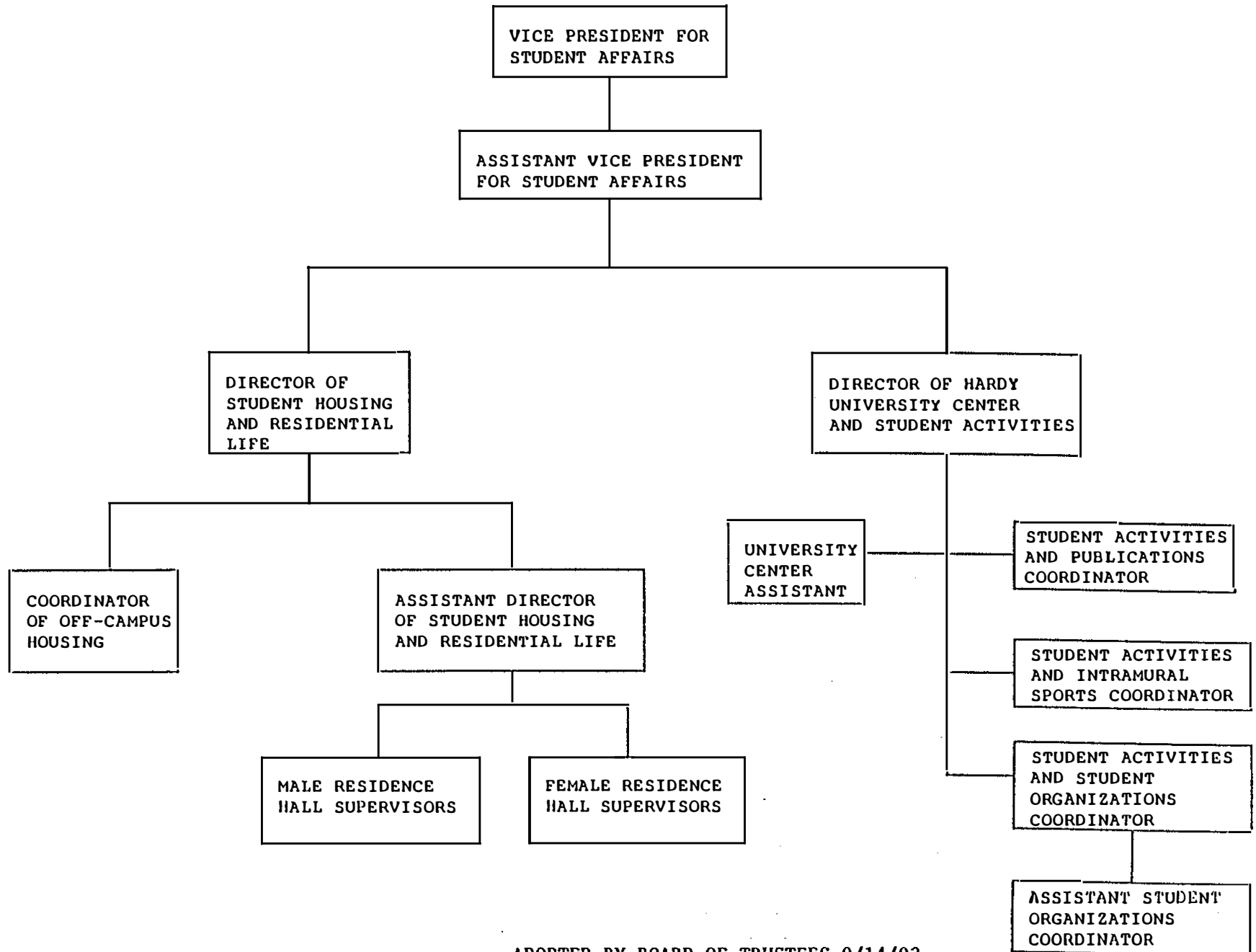
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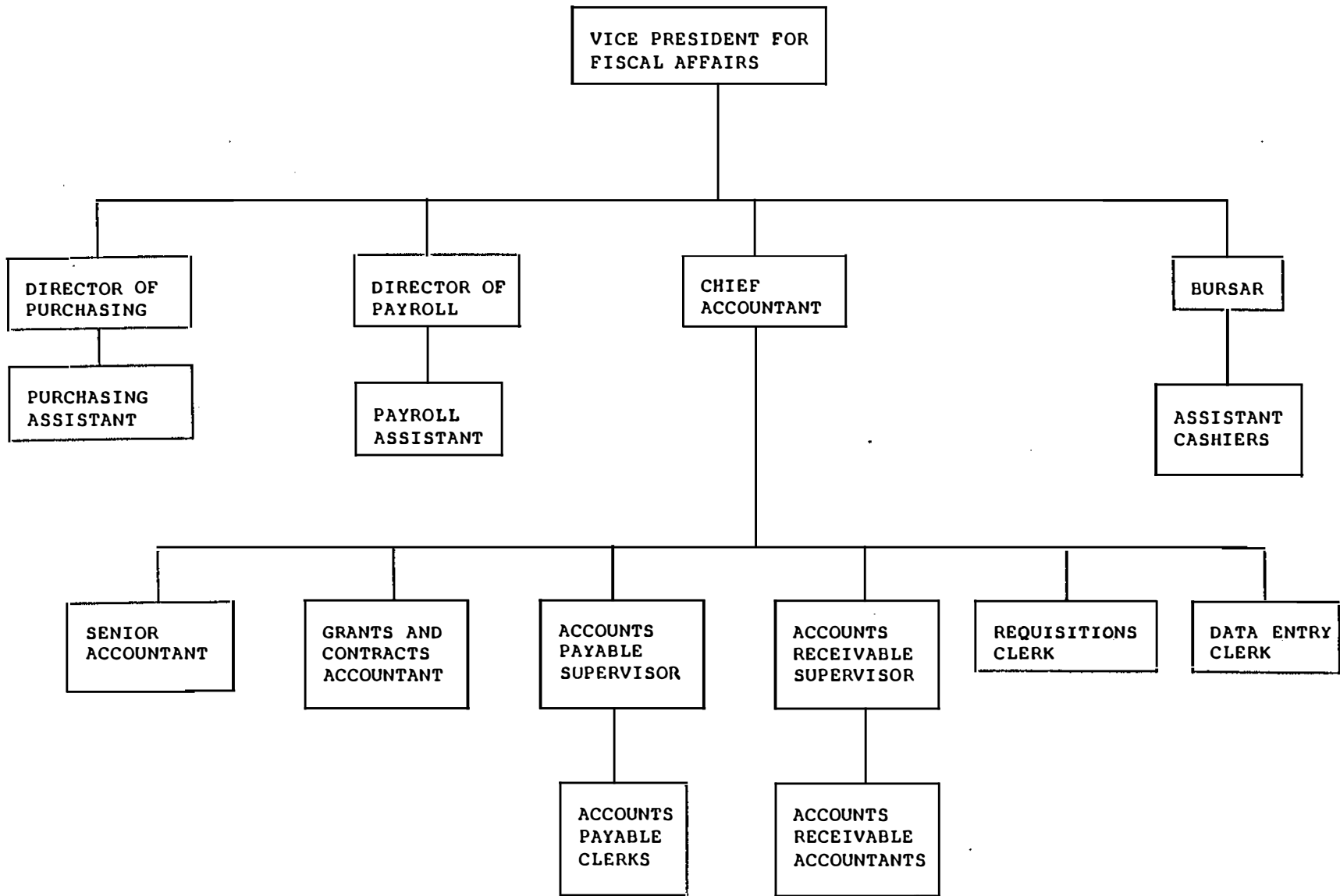
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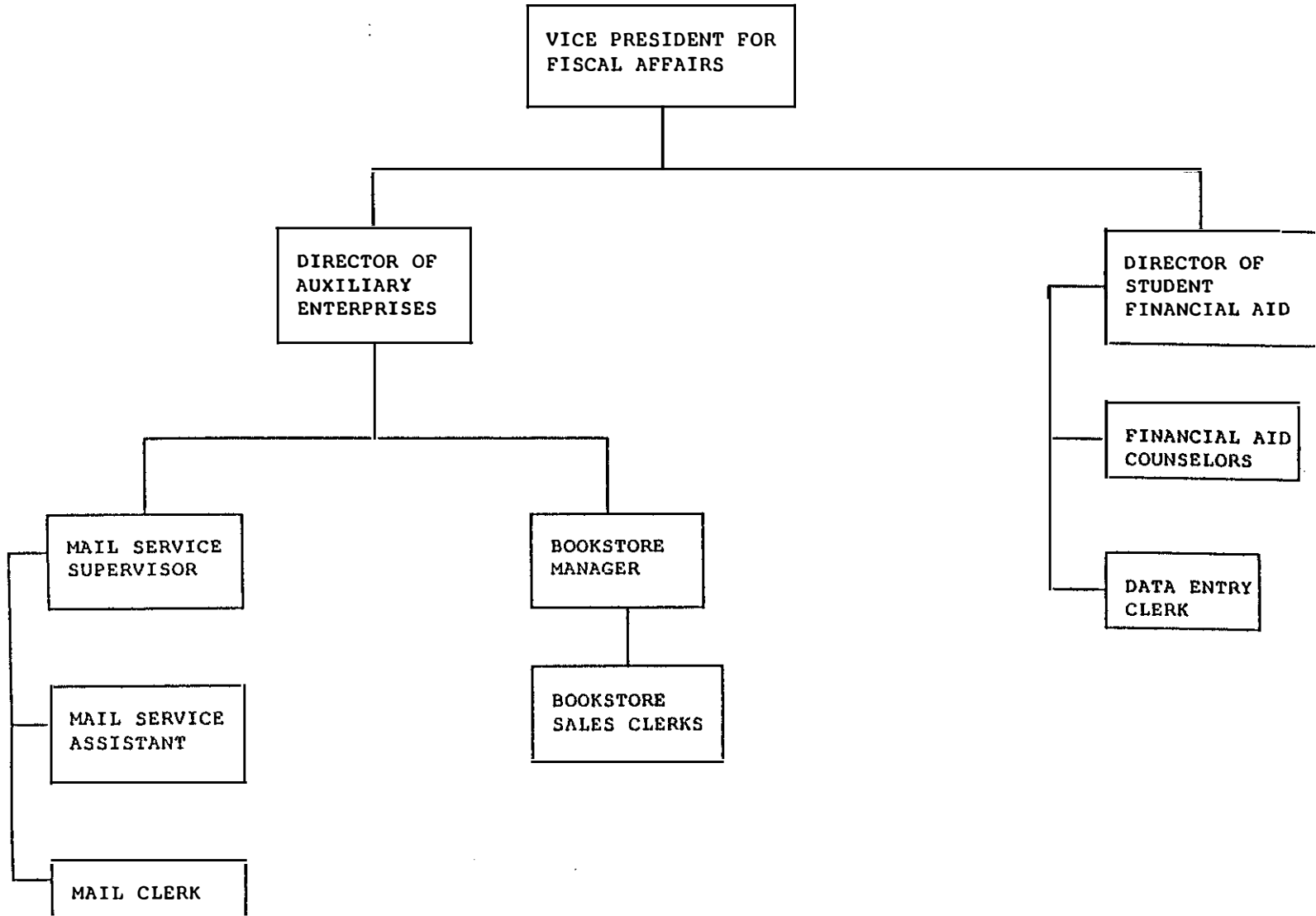
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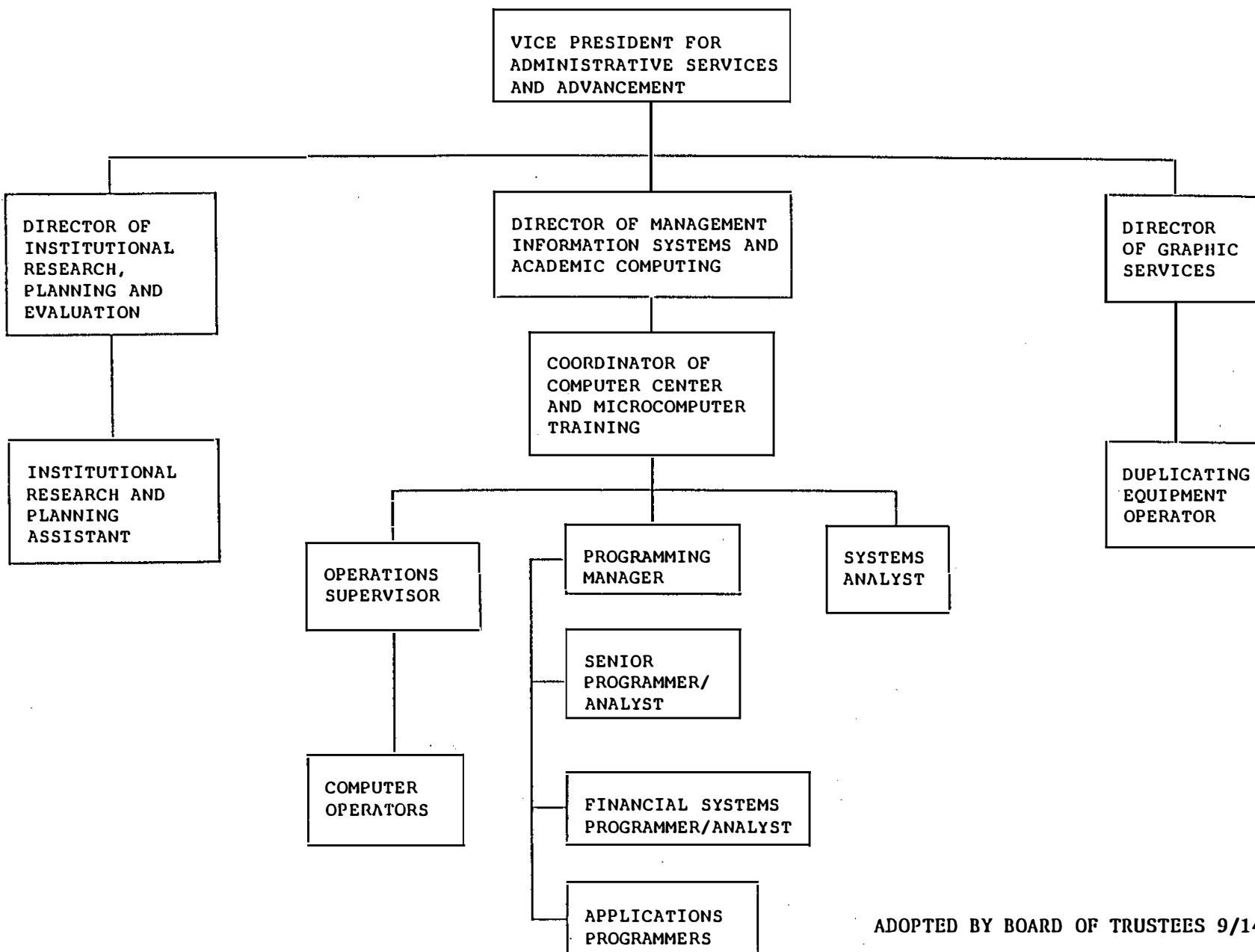
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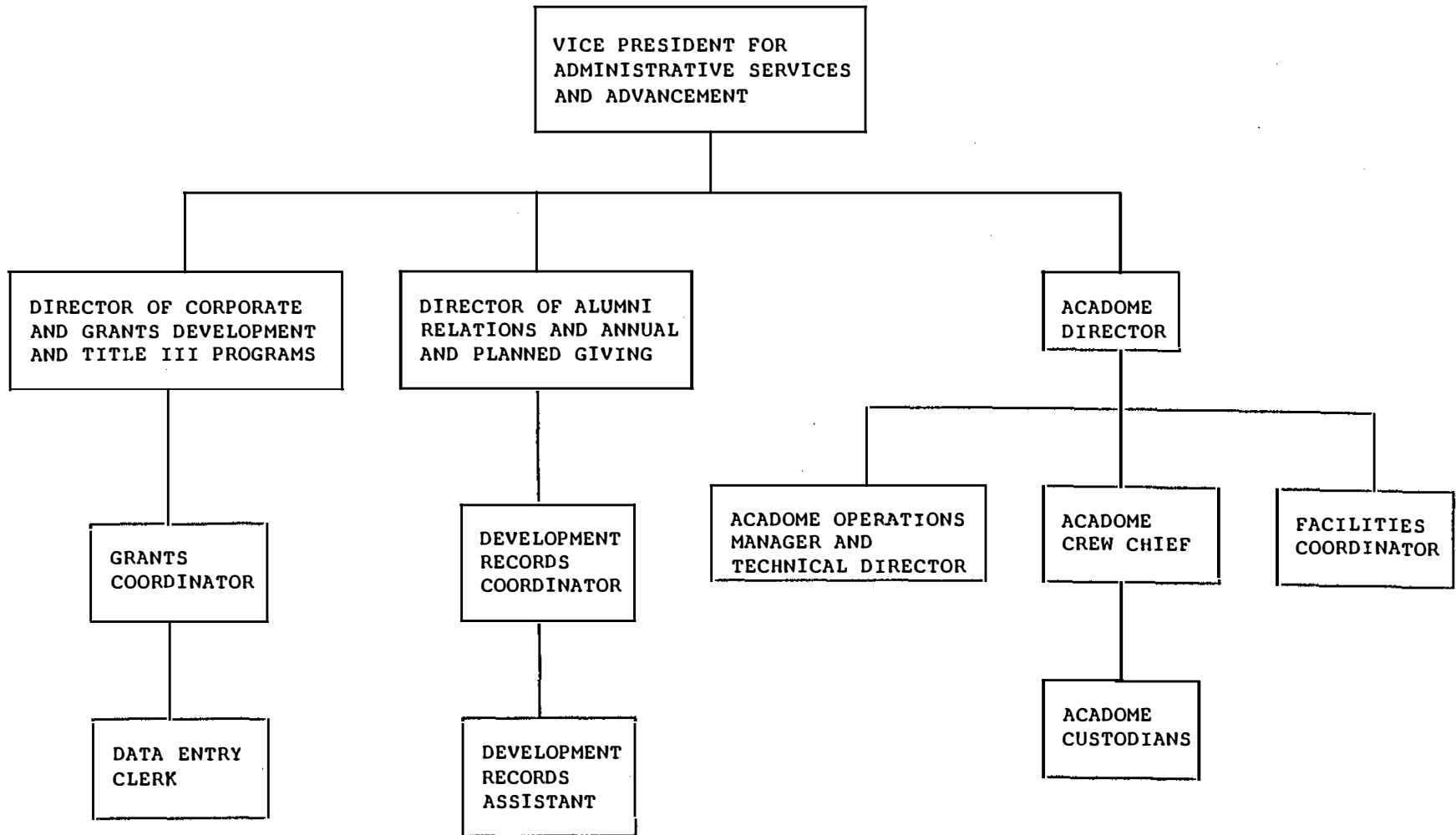
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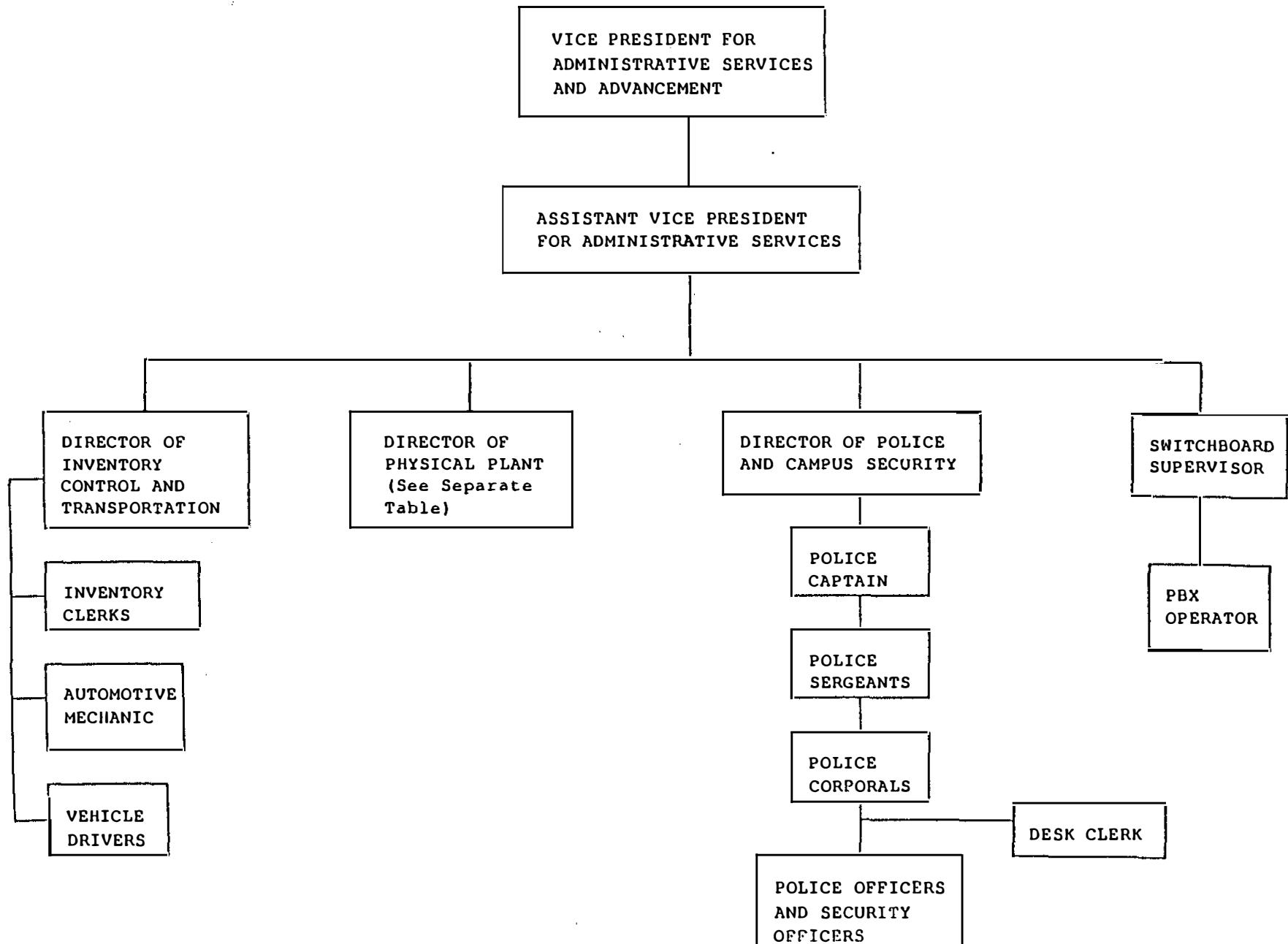
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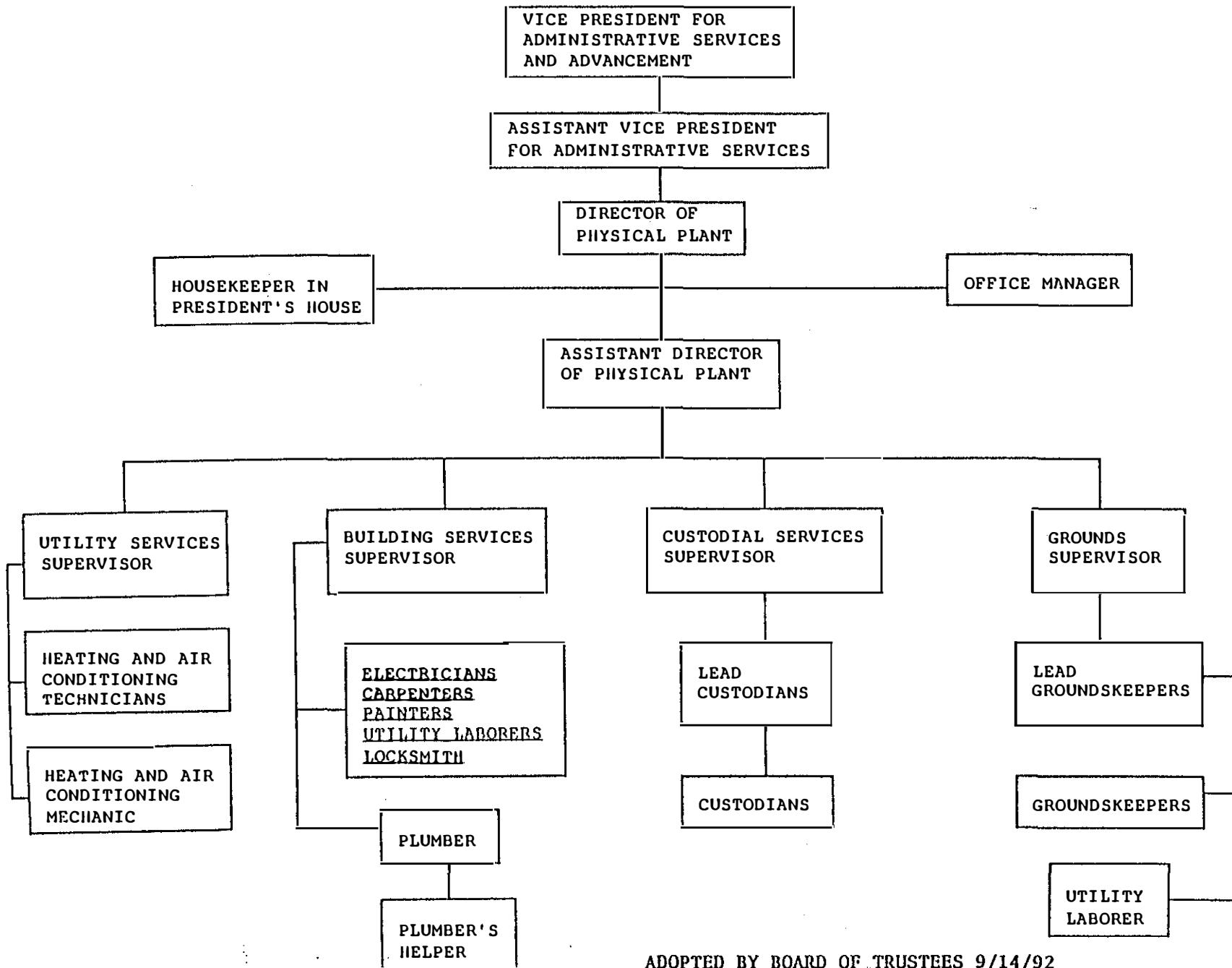
ADMINISTRATIVE ORGANIZATION OF INSTITUTIONAL ADVANCEMENT SERVICES AND THE ACADOME



ADMINISTRATIVE ORGANIZATION OF PHYSICAL FACILITY SUPPORT SERVICES

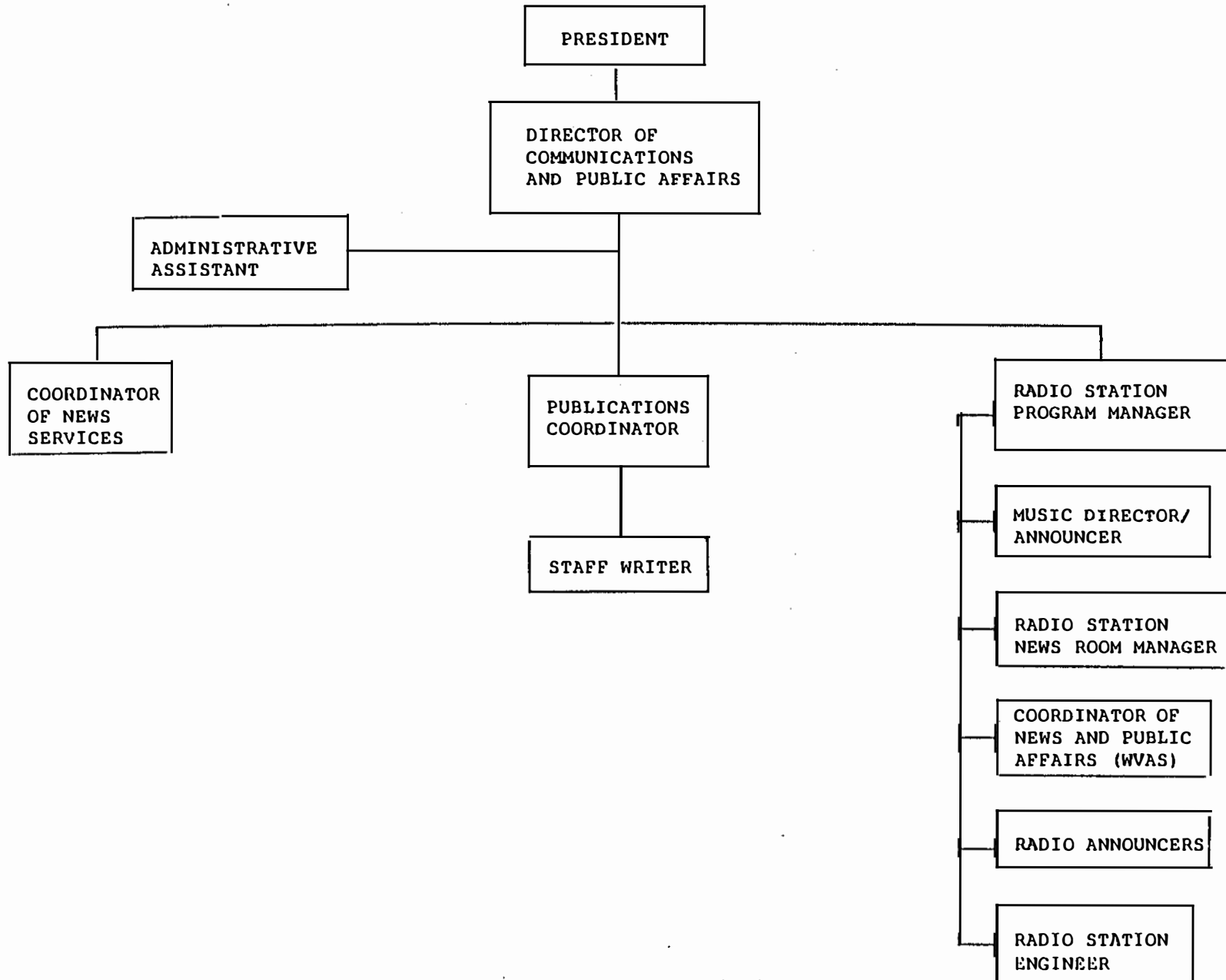


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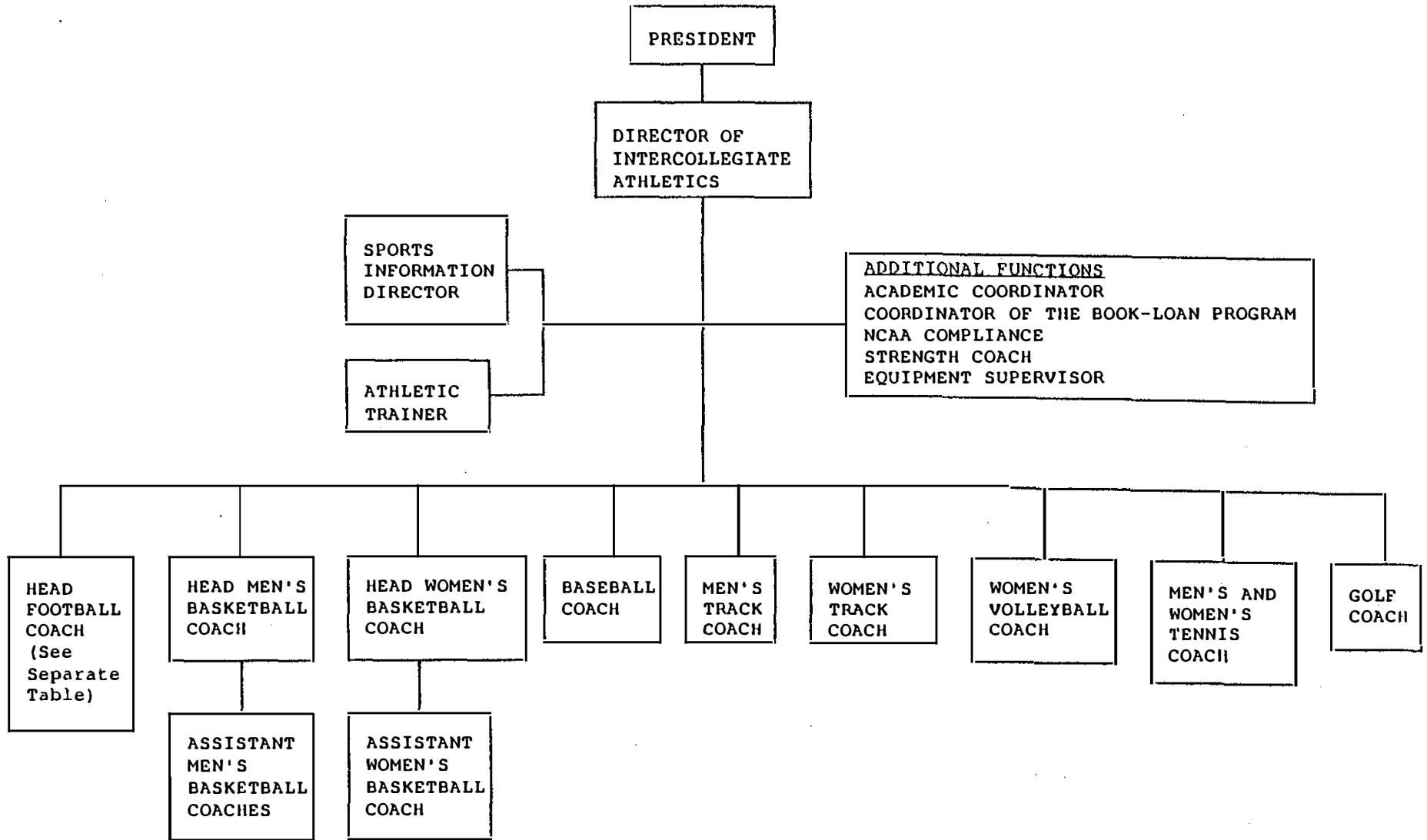


ADOPTED BY BOARD OF TRUSTEES 9/14/92

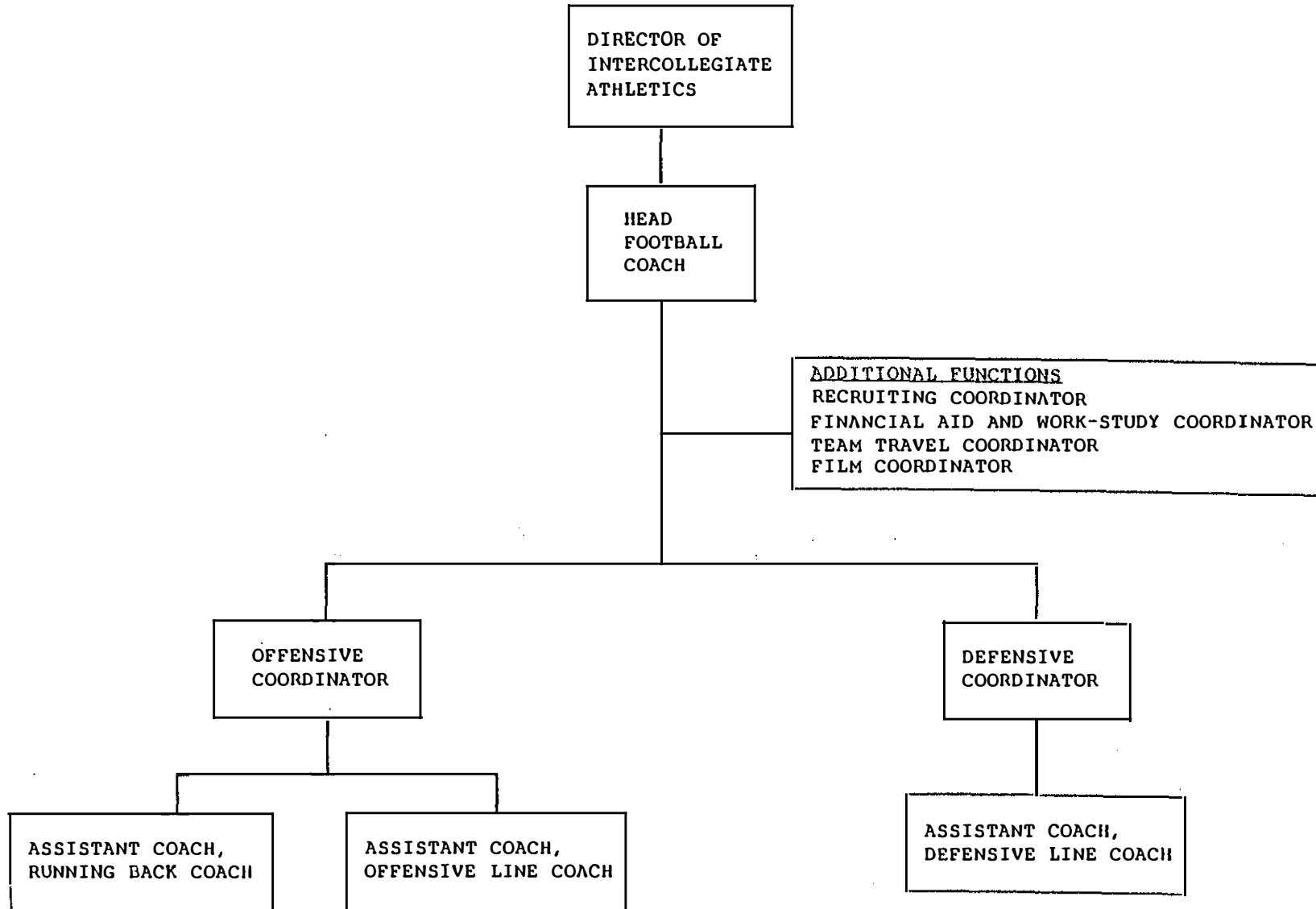
ADMINISTRATIVE ORGANIZATION OF DEPARTMENT OF COMMUNICATIONS AND PUBLIC AFFAIRS



ADMINISTRATIVE ORGANIZATION OF THE DEPARTMENT OF INTERCOLLEGIATE ATHLETICS



ADMINISTRATIVE ORGANIZATION OF THE FOOTBALL PROGRAM



Chairman Reed called **Agenda Item#10--Personnel Actions**. On motion by Dr. Smith and second by Mayor Hayden, the following personnel actions were approved by a 7 to 1 vote. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

NONACADEMIC NEW HIRES

<u>NAME</u>	<u>POSITION</u>	<u>EDUCATION</u>
Bartley, Jerry L.	Dir./Aux. Enterprises	MS; Prsnl Mgt Troy State Univ.
Blackman, Alfred L.	Talent Coordinator	MS; Counseling AL State Univ.
Brady, Elcxzinya	Data Entry Clerk	BS; Education AL A & M Univ.
Carington, Thomas	Asst VP/Admin.	MS; Public Adm. Purdue Univ.
Catchings, Haney	Football Coach	MS; Education Livingston Univ.
Cobbs, Henry	Dir. of MIS	Ed.D; Admin. Auburn Univ.
DeSa, Elizabeth	Serial Librarian	MS; Library Svs Univ. of Alabama
Frazier, Leon	VP/Admin Srvs and Advancement	Ed.D; Counseling Oklahamo State Univ.
Jones, Tyrone	Football Coach	BS; Industrial Tech. Miss Valley State
Keebler, Peggy	Asst Basketball Coach	BS; Physical Educ Univ. of Montevallo
Lawless, Jennine	Secretary	High School
Price, Sonia	Asst Basketball Coach	BS; Recreation Ed. Univ of Louisville

<u>NAME</u>	<u>POSITION</u>	<u>EDUCATION</u>
Robinson, Willa C.	Admin. Asst.	BS; Biology Virginia State Univ.
Sharpe, Herbert	Talent Counselor	BS; Sociology AL State Univ.
Simmons, Ronald	Procurement Specialist	BS; Marketin AL State Univ.
Smith, Bernita J.	Talent Search Counselor	BS; Human Srvs AL State Univ.
Taylor, Cheryl	Secretary	High School Diploma
Taylor, Robert	Custodian	GED
Tossie, Robert	Police Officer	BS; Criminal Justics AL State Univ.
Wilson, Debra E.	Grants Coordinator Title III	MPA; Public Admin. Georgia Southern Univ.

ACADEMIC NEW HIRES

<u>NAME</u>	<u>POSITION</u>	<u>EDUCATION</u>
Adams, James N.	Instructor	MA; Communications Washington State Univ.
Bricker, Sandra P.	Assistant Professor	MA; Communications Univ. of Iowa
Chachere, Karen A.	Instructor	MA; English Chicago State Univ.
Duey, William J.	Assistant Professor	Ph.D; Exer. Physiology Univ. of Tennessee
Gary, Paul A.	Instructor	MFA; Art Illinois State Univ.

<u>NAME</u>	<u>POSITION</u>	<u>EDUCATION</u>
Hager, Thomas O.	Dean/Asst Professor	Ed.D; Music Educ. Univ. of Illinois
Henson, Sammie J.	Instructor	MS; Mathematics Troy State Univ.
Kennedy, Joseph	Assistant Professor	MD; Medicine Howard University
Peterson, Pearlie	Instructor	MS; Biology Tuskegee University
Pettiford-Adams, Laura	Math Tutor	BS; Computer Science
Reed, Clifford	Assistant Professor	Ph.D; Director/Acting Wayne State Univ.
Stewart, Ronnie	Assistant Professor	Ph.D Sociology Howard State Univ.
Tribble, Paul	Assistant Professor	Ph.D; Geography Univ. of Oklahoma
Walker, Sandra	Instructor	MS; Mathematics Michigan State Univ.
Xu, Myron Z.	Assistant Professor	Ph.D; Computer Science Old Dominion Univ.

EMPLOYEE RETIRED

<u>Name</u>	<u>Position</u>	<u>Department</u>
Williams, Jacqueline	Asst. Vice Pres.	Student Affairs

EMPLOYEES SEPARATIONS

<u>Name</u>	<u>Position</u>	<u>Department</u>
Ashford, Lynn	Asst. Professor	CCBA
Brady, Elexzinya	Res. Hall Supv.	Student Affairs
Clark, Terry	Secretary	Student Affairs
Johns, Christina	Assoc. Professor	Arts & Sciences
Liburd, Derrick	Instructor	University College
Waver, Marion	Res. Hall Supv.	Student Affairs

Agenda Item#11--Other Business. There being no other business to come before the Board. It was moved by Dr. Smith and seconded by Mayor Hayden and Mrs. Parker that the meeting be recessed until call of the chair. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

The Chairman reconvened the Board and informed it that in the budget was a one-time insurance bonus for those employees who did not receive a salary adjustment over \$600. Employees who received less than a \$600 salary adjustment received a pro rata insurance bonus. For example, if an employee received a \$200 salary adjustment he or she would be entitled to a \$400 insurance bonus. If the employee received a \$400 salary adjustment, he or she would be entitled to a \$200 insurance bonus. If the employee received no salary adjustment, he or she would be entitled to a \$600 insurance bonus. Following discussion, on motion by Mrs. Parker and second by Mayor Hayden, the Board approved the implementation of the one-time insurance bonus by a 7 to 1 vote. Voting yea were Dr. Harding, Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

It was moved by Dr. Smith and seconded by Mayor Hayden that the Board recess until call of the chair. Voting yea were Dr. Harding,

Mayor Hayden, Ms. Hope, Mrs. Parker, Dr. Reed, Dr. Smith and Mrs. Underwood. Voting nay was Ms. Coley.

C. C. Baker, Interim President of the University
and Secretary to the Board of Trustees

APPROVED:

Joe L. Reed, Chairman
Board of Trustees for Alabama State University