

MINUTES OF THE BOARD OF TRUSTEES OF  
STATE INSTITUTIONS OF HIGHER LEARNING

August 16, 1990

**BE IT REMEMBERED**, That the Board of Trustees of State Institutions of Higher Learning of the State of Mississippi met in regular session in Jackson, Mississippi, on Thursday, August 16, 1990, at 8:30 a.m., and pursuant to notice in writing mailed by certified letter with return receipt requested on August 3, 1990, to each and every member of said Board, said date being at least five days prior to this August 16, 1990. At the above named place, there were present the following members to wit: Ms. Nan McGahey Baker, Mr. Frank O. Crosthwait, Jr., Mr. Bryce Griffis, Dr. Joe A. Haynes, Mr. Will A. Hickman, Mr. J. Marlin Ivey, Mr. William M. Jones, Mr. James W. Luvene, Ms. Diane Miller, Dr. Cass Pennington, Mr. Sidney L. Rushing, and Ms. Dianne Walton. The meeting was called to order by President Will A. Hickman and opened with prayer by Ms. Walton.

**Unanimous Consent**

On motion by Mr. Crosthwait, seconded by Ms. Baker, and unanimously passed, it was

**RESOLVED**, that the Board unanimously passes the items reported hereinafter that require unanimous passage.

**Approval of the July 19, 1990 Minutes**

On motion by Mr. Jones, seconded by Mr. Luvene, and unanimously passed, it was

**RESOLVED**, that the Minutes of the July 19, 1990 meeting stand approved.

**Administration and Policy**

Presented by Dr. W. Ray Cleere, Commissioner

On motion by Mr. Luvene, seconded by Mr. Rushing, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following report on Administration and Policy.

University of Southern Mississippi

1. Approve Interlocal Cooperation Agreement, shown as **EXHIBIT 1**, between the City of Hattiesburg and the University of Southern Mississippi Department of Public Safety.

System Administration

2. Approve requesting Attorney General's opinion for the establishment and operation of the Universities Center Bookstore. The bookstore will fulfill a need for a full retail outlet and display area for materials published by the University Press of Mississippi and textbooks for the coursework at the Universities Center. The Bookstore may also offer for sale non-required books and supplies. The first floor lobby area of the Paul B. Johnson, Jr. Tower Building is proposed as the

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site of the Universities Center Bookstore.

**Instruction/Students**

Presented by Dr. Charles Pickett, Assistant Commissioner  
Academic Affairs

On motion by Mr. Crosthwait, seconded by Ms. Miller, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following three agenda items on Instruction/Students.

Mississippi State University

1. Request degree program name change: from Master of Agriculture in Agricultural Economics to Master of Agribusiness Management (CIP 1.0101).
2. Request degree program name change: from Master of Science in Agricultural Engineering to Master of Science in Agricultural and Biological Engineering (CIP 14.0301).

Mississippi University for Women

3. Mississippi University for Women plans to bring selected junior and senior level courses of the paralegal program to the Universities Center in the Fall Semester, 1990. Mississippi University for Women will begin by offering two courses in the Fall, 1990 -- Torts and Family Law. Approval to offer courses at the Universities Center has been granted by the accreditation commission for legal assistance of the American Bar Association.

On motion by Mr. Luvane, seconded by Ms. Baker, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following agenda item on Instruction/Students.

University of Southern Mississippi

Gulf Coast Research Laboratory

4. Request approval of the Carson-Newman College Agreement, shown as **EXHIBIT 2**, with Carson-Newman College and the Gulf Coast Research Laboratory. The agreement is for Gulf Coast Research Laboratory to teach marine sciences to the students of the Affiliate Institution, Carson-Newman College at the Gulf Coast Research Laboratory in Ocean Springs, Mississippi.

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**Personnel**

Presented by Ms. Ann Homer Cook, Associate Commissioner

On motion by Ms. Walton, seconded by Ms. Baker, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following report on Personnel which is composed of 194 actions in the categories of: Employment - 72; Change of Status - 65; Terminations - 55; Leave of Absence - 1; and Award of Faculty Tenure - 1.

Employment of Personnel

**(Alcorn State University)**

Arrington, Sybil  
Gray, Zandra  
Roy, Pamela  
Sago, Walter  
Sanders, Trina  
Walk, Cozetta

**(Delta State University)**

Alexander, Lonnie Franklin  
Barnes, Darvin E.  
Harper, Jill H.  
Hennings, David Glen  
Koehler, Catherine S.  
Lee, Charles Branch  
Meek, Ernest Carlisle  
Mendenhall, Bonita Anglin  
Tripp, Paula  
Watson, Lydia Patrice

**(Jackson State University)**

Bryan, Anthony  
Gaulden, Charlie  
Karim, Rezwanul  
Samavi, Shad R.  
Shih, Hui-Ru  
Swanson, Lealan

**(Mississippi State University)**

Balcerzak, William J.  
Baldwin, Brian S.  
Boroujerdi, Ted B.  
Cinnella, Pasquale

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Dearholt, Donald  
Eddy, Christina K.  
Keith, Edwin M., Jr.  
Klein, Stephen B.  
Moore, James E.  
Nichols, Clarence E.  
Pang, Mark G.  
Richard, Michael D.  
St. Cyr-Coats, Karen P.  
Tryman, Mfanya D.

**(Mississippi University for Women)**

Brooks, Rosemarie M.  
Calvert, Suzanne  
Chamberlain, Jean D.  
Hardin, Kimberly Wilson  
Kelley, Mary Ann  
Lacey, Joan Jordan  
Lesley, J. Bruce  
Lovell, Karen  
Man-Bourdon, Agnes Marie **(Unanimous Consent)**  
Phillips, Emily Susan  
Vinzant, Carol E.  
White, Mary Elizabeth

**(Mississippi Valley State University)**

Etim, James S.

**(University of Mississippi)**

Heider, Donald B.  
Mizenko, Jennifer M.  
Payne, Madelyn  
Reese, Rebecca A.  
Shank, Matthew D.  
Sukanek, Peter C.  
Wanstreet, David W.

**(University of Southern Mississippi)**

Brady, John E.  
Collins, Leo W.  
Compton, Beulah R.  
Copeland, Susan B.  
Daniel, LaNelle  
Duvall, Mickey  
Ezell, Jeanne R.  
Gangstead, Sandy K.

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Jones, Angela R.  
McElroy, Mark A.  
Miller, Diane M.  
Niessen, James P.  
Parish, Geraldine  
Piper, William S.  
Reinert, Bonnie R.  
Stanberry, James P.

Change in Status of Personnel

**(Alcorn State University)**

Alford, Constance  
Anderson, Ella  
Arnold, Jessie  
Bates, George  
Burnett, Sudie  
Gau, Caroline  
Godley, Linda  
Igbokwe, Patrick  
Johnson, Johnnie  
Jones, Norma  
Lee, Donzell  
Lisk, Joanne  
Matthews, Geraldine  
Minor, Nellie  
Posey, Josephine  
Powell, Alice  
Ritter, Gerald  
Roberts, Felicia  
Robertson, David  
Smith, Cornetis  
Taunton, Disa  
Wagner, Dorothee  
Waters, Kathleen  
White, Charlene  
Whitney, Davey

**(Delta State University)**

Banks, Donna Whitten  
Boyd, Carol Minor  
Graham, Teresa  
Gray, James R.  
Jones, James Reid  
Koehler, Ronald Gene  
Lester, William C.

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Pettway, Barbara J.  
Potts, James B.  
Powell, Barbara Jean Arnold  
Seiger, Lon  
Small, Marcella  
Starkey, Paul L.  
Walker, Eloise

**(Jackson State University)**

Cistrunk, Annie  
Fletcher, Bettye  
Fuller, Phillip R.  
Harris, Joyce B.  
Jefferson, Celestine  
McKinley-Floyd, Lydia  
McLemore, Leslie B.  
Mohamed, Abdul  
Wiggins, Rubye

**(Mississippi State University)**

Anderson, Larry S.  
Bishop, Cynthia R.

**(Mississippi University for Women)**

Evans, David T.  
Rueff, Charles M.

**(University of Mississippi)**

Bell, Roseann P.  
Brown, James C.  
Corbitt, Leslie F.  
Crum, Lawrence A. **(Unanimous Consent)**  
Dyer, Donald L.  
Kamps, Ivo  
Woolsey, James R., Jr.

**(University of Southern Mississippi)**

Asper, Vernon L.  
Lohrenz, Steven E.  
Lyddon, William  
Redalje, Donald G.  
Shiller, Alan M.  
Terry, Geneva W.

Termination of Personnel

**(Alcorn State University)**

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Arrington, Sybil  
Davis, Linda  
Moore, Lillian  
Reddy, B. J. M.  
Robinson, Brenda  
Robinson, Johnnie  
Robinson, Larry

**(Delta State University)**

Greever, Barbara Jane  
Hesson, James L.  
Hesson, Margie Ann  
Hollomon, Joseph Paul

**(Jackson State University)**

Agbede, Joseph  
Bhatnagar, Ravi  
Brown, Shirley  
Currie, Victor  
Denard, Deborah  
Hill, Roy L.  
Peters, Alfred  
Matthews, Rose M.  
McKenna, Steven  
Oge, Earline  
Slabach, Donald E.  
Stamps, Pauline  
Sutton, Gavin J.  
White, Sherron D.  
Williams, L. V.

**(Mississippi State University)**

Brown, Anita S.  
Causey, Denzil Y., Jr.  
Chandler, David A.  
Cotton, Rhonda  
Fife, Jerry G.  
Hill, Thomas C.  
Horne, Janet S.  
Knight, Lee G.  
Knight, Raymond A.  
Madison, Ernestine N.  
MacMillan, John R.  
Parker, Jean Y.  
Rao, Pamu M.  
Rendiero, Christopher  
Smith, M. Christi  
Turner, Paula

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Volpacchio, John  
Ware, William L.

**(University of Mississippi)**

Festervand, Troy A.  
Norton, H. Wilbert, Jr.  
Storer, John H.  
Weeks, Louise J.  
Young, Robert A.

**(University of Southern Mississippi)**

Fitch, David C.  
Miller-Slade, Donna M.  
Mueller, William E.  
Salinas, Ysidro  
Willbrand, Mary Louise  
Wuenske, Darlene H.

Leave of Absence

**(University of Southern Mississippi)**

Lewis, Stanley X.

Award of Faculty Tenure

**(Mississippi University for Women)**

Richardson, Thomas C.

**Information:**Ms. Cook reported 262 total personnel actions which included 194 for the eight universities, 5 for Athletics, and 63 for the University of Mississippi Medical Center. The personnel action summary by race and gender for the eight system universities as presented by Ms. Cook is as follows:

PERSONNEL ACTION SUMMARY BY RACE AND GENDER								
August, 1990								
SUMMARY	T	BM	BF	WF	WM	OM	OF	
Employment		72	4	8	28	27	4	0
Change in Status	65	6	22	13	22	1	1	
Termination	55	8	12	13	19	3	0	
Leave of Absence	1				1			
Award of Faculty Tenure	1				1			

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Total 194

Note: Table does not include personnel actions for Medical Center and Athletics.

Athletic Personnel Actions: Total: 5 Employment - 1 (WM); Change in Status - 1 (BM),  
2 (WM); Termination - 1 (WM).

Medical Personnel Actions: Total: 63 Employment - 2 (BM), 2 (BF), 4 (WM), 19 (WF);  
Change in Status - 16 (WM), 11 (WF), 2 (OM);  
Termination - 3 (WM), 2 (WF); Sabbatical - 1 (WM);  
Necrology - 1

**Information:** Ms. Cook asked Dr. Walter Washington, President, Alcorn State University, to make remarks on the School of Nursing at Alcorn. Dr. Washington reported that Alcorn has seven of the 40 nursing vacancies in Mississippi. Alcorn's School of Nursing faces a major problem in recruiting nurses - its inability to offer competitive salaries in a highly competitive market.

**Medicine**

Presented by Ms. Suzanne Smith Sharpe, Assistant to the Commissioner  
for Special Projects

On motion by Ms. Baker, seconded by Ms. Miller, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following report on Medicine.

Personnel - University of Mississippi Medical Center

Ms. Sharpe reported that the University of Mississippi Medical Center had the following personnel actions: Employment - 27; Change in Status - 29; Terminations - 5; Sabbatical - 1; and Necrology - 1.

**1. (Employment of Personnel)**

Agnew, Samuel G.  
Auttonberry, Denise Shorter  
Black, Mary D.  
Buchan, Beth Ann  
Cora, Virginia Lee  
Davis, Thomas W., Jr.  
Elkins, Stephanie L.  
Friend, Joseph Stephen  
Garst, David H.  
Heath, Deena  
Holliday, Edna  
Holmes, Kelly Lee  
Johnson, Jennifer Ann  
Lobert, Sharon A.  
March, Alonzo  
Olson, Glenda Sewell

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Palmer, Karen A.  
Pearson, Rebecca B.  
Powell, LaDonna N.  
Runnels, Mary-Guyton H.  
Scarborough, Mary Jane  
Story, Jean S.  
Toombs, Karen  
Usry, Sandra G.  
Weisenberger, Agnes Clara  
Wahl, David A.  
Wright, Maude A.

**2. (Change in Status of Personnel)**

Andrew, Michael E.  
Anfanger, Andrew S.  
Bakersmith-Hess, Darla  
Caskey, Charles Joseph  
Conerly, Albert W.  
DeBauche, David Michael  
Dorman, Nancy J.  
Fowler, David G.  
Hall, Terrence J.  
Glasscock, Barbara G.  
Hsu, Henry Shih-Houng  
Jordan, Robert C.  
Joyce-Nagata, Barbara  
Kirchner, Kent A.  
Kolar, Kathryn  
Krueger, Ronald P.  
Lehan, Patrick  
Markov, Angel K.  
Milhorn, Howard T.  
Minguell, Jose J.  
Mullins, Melinda C.  
Ness, Marsha J.  
Pigott, Charles Gregory  
Propst, Maureen G.  
Shin, Yang-Chi  
Slade, Joel R.  
Smith, William R.  
Spencer, Jessie M.  
Waltman, Patricia Ann

**3. (Termination of Personnel)**

Arron, Brett L.  
Buchanan, Judith T.  
Jones, Helene R.  
Kivlighn, Salah

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Savoie, Felix H.

**4. (Sabbatical)**

Johnson, William G.

**5. (Necrology)**

Pennington, Edward

**6. Quarterly Joint Conference Committee Meeting**

**Minutes  
Joint Conference Committee  
Thursday, August 16, 1990**

Present:

Board of Trustees

Mr. J. Marlin Ivey  
Ms. Diane Miller  
Dr. Joe A. Haynes  
Ms. Nan McGahey Baker  
Ms. Dianne P. Walton  
Mr. Frank O. Crosthwait, Jr.  
Mr. Bryce Griffis  
Mr. Will A. Hickman  
Mr. William M. Jones  
Mr. James W. Luvenc  
Dr. Cass Pennington  
Mr. Sidney L. Rushing

University of Mississippi Medical Center/University Hospital

Dr. Joe Files, Chief of Staff, University Hospital  
Dr. Norman C. Nelson, Vice Chancellor for Health Affairs, University of  
Mississippi Medical Center  
Dr. Robert S. Rhodes, Professor and Chair, Department of Surgery  
Dr. Sherman Bloom, Professor and Chair, Department of Pathology  
Mr. Tom Dandridge, Associate Director, University Hospital (representing  
Mr. David E. Bussone, Director)

Absent: Dr. Owen B. Evans, Professor and Chair, Department of Pediatrics was  
out-of-town.

Call to Order

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The meeting of the Joint Conference Committee of The University Hospital Medical Staff and the Board of Trustees of State Institutions of Higher Learning was called to order at 9:30 a.m. on August 16, 1990, by Mr. Marlin Ivey.

Approval of Minutes

On motion by Mr. Ivey, seconded by Dr. Haynes, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the minutes, shown as **EXHIBIT 3**, of the meeting held on April 19, 1990 of the Joint Conference Committee of the Board of Trustees and the University Hospital staff.

Introduction of New Members

Dr. Nelson introduced the following new members to the Board: Dr. Sherman Bloom, Professor and Chair, Department of Pathology; and Dr. Robert S. Rhodes, Professor and Chair, Department of Surgery. Dr. Owen B. Evans, Professor and Chair, Department of Pediatrics was out-of-town.

Vice-Chancellor's Report (Dr. Norman C. Nelson)

Similar to national trends the University Hospital has experienced the nursing shortage. Presently there are 87 vacant nursing positions which represents 19% of budgeted positions. The use of overtime has filled much of this shortfall in new hires.

Nursing school enrollment at the University of Mississippi Medical Center is 114, an increase of 88 from the previous year. The maximum enrollment is 120.

Eight adult intensive care and six pediatric intensive care beds are unstaffed and unused. The pediatric faculty has made arrangements for other hospitals to accept infants from the hospital's neonatal intensive care unit when they can be safely cared for at these other facilities. The arrangements have been made primarily to maintain a census at a level appropriate for the number of nurses on duty.

A recently renovated 2 East nursing unit was initially reopened to care for a few outpatients due to difficulty in hiring new nurses. The unit was opened on July 2 and is now accommodating up to eight inpatients. As more nurses are hired, more patients will be housed in this unit.

Nurses salaries are competitive at the entry level with other hospitals in the Jackson area and the southeast, but not nationally. As of April 1, 1990, the national average salary for nurses was \$32,635. UMMC's entry level salary was \$25,000. The nursing wage begins at \$12.00/hour which compares favorably with the southeastern hospital average.

The Pediatric Cancer Clinic being built using primarily donations raised by the Junior League of Jackson is due for completion by mid-December with occupancy expected early in 1991. The Junior League raised over \$2 million.

Work has begun on the west basement project to correct the floor slab which has been affected by weathered Yazoo clay beneath. The project will be somewhat disruptive, but needed. Estimated completion date is May 1, 1991.

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Planning is well underway for the \$2.7 million dollar laundry to replace the aged present structure. The selected architects for the bond issue project are Ely & Associates. Schematic design is underway and site work and construction can begin by Spring, 1991.

Hospital Director's Report (Mr. Tom C. Dandridge for Mr. David E. Bussone)

The Joint Commission on Accreditation of Health Care Organizations is scheduled to visit the University Hospital in August to review every aspect of hospital operations over a three-day period. The five member team is made up of physicians, a hospital administrator, and a representative from the nursing profession.

The University Hospital is fully accredited by the Joint Commission on Accreditation of Health Care Organizations which is the primary accrediting organization for hospitals. Hospitals are up for review every three years.

Mr. Dandridge handed out "The University Hospital #6 - Patient Statistics, for Fiscal Years Ended June 30, 1988, 1989, and 1990," which is included as **EXHIBIT 4** and as part of the minutes of the Joint Conference Committee.

Chief of Staff's Report (Dr. Joe C. Files)

The University Hospital Medical Staff:

During the fiscal year of 1989-1990, activity on the University Hospital Medical staff included the addition of 47 practitioners and the deletion of 42 practitioners. Nine practitioners have been added and one deleted since the beginning of the fiscal year 1990-1991. To date, the University Hospital Medical staff has a total of 507 practitioners classified as 235 attending staff, 253 visiting teaching staff, and 19 honorary staff.

Significant Quality Improvement Issues Identified:

Patient education expanded. Multidisciplinary approach with staff implemented for fall prevention. Nurses and physicians have met to discuss ways to identify patients who are susceptible to falls and methods to prevent such accidents.

In-service education for orderlies to ensure patient safety when assisting violent patients. This is continuing education of orderlies who are called upon to assist with violent patients from time to time.

Documentation of blood usage. The transfusion service requisition form for blood was modified to provide information to expedite retrospective blood usage reviews and to plan for prospective reviews.

A quality assurance indicator was implemented to improve the availability of the medical record for clinic patients. Since the medical record can be in different locations for different purposes such as research and education, it is important that the clinic appointment process be used to identify those records that will be needed for an upcoming clinic visit and are consequently provided for this visit.

Status of Quality Assurance Documentation Activities:

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The Department of Dentistry is incorporating outpatient indicators as part of its quality assurance activities. With the opening of the dental clinic, the dentistry department will be incorporating indicators for this area.

An on-going review of blood transfusion reactions is reported to the Blood Transfusion Committee. Possible blood transfusion reactions are routinely investigated and reported to the Blood Transfusion Committee to comply with the JCAHO standards.

Support service and outpatient medical record screens are updated quarterly at the Medical Record Committee. To ensure integration of quality assurance activities, screens (indicators) for review of medical record documentation from support services and outpatients are updated quarterly at the Medical Record Committee meeting.

The Hospital Safety Committee is revising the incident reporting form to expedite follow-up. The incident report form is being revised to provide information needed for follow-up and further explanation and clarification.

The radiology department is revising its QA plan. Additional indicators to include criteria-based indicators are being developed and incorporated in the radiology department's QA plan.

Data are being compiled for a profile on each practitioner for reappointment. JCAHO standards require that QA activities be considered in part in the recommendation for reappointment.

There being no further business to come before the committee, the meeting was adjourned.

David E. Bussone, Hospital Director

System Administration

**7. Special Medical Education Loan Program**

Approve the applicant listed below for Medical Education Loan:

District I: **James Robert Cobb** - Lambert, Mississippi  
Medicine, West Virginia School of Osteopathic Medicine

**Legal**

Presented by Mr. Robert Gibbs, Deputy Attorney General

System Administration: Payment of Legal Fees to Outside Counsel

On motion by Mr. Jones, seconded by Dr. Pennington, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following payments of legal fees to outside counsel.

**1. Payment of Legal Fees to Outside Counsel**

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Payment of legal fees for professional services rendered by Watkins & Eager (statement dated July 13, 1990) from the funds of the Board of Trustees of State Institutions of Higher Learning. (This statement represents legal fees incurred while defending the Board in the case styled Ayers v. Allain).

TOTAL DUE \$42,050.00

Payment of legal fees for professional services rendered by Wood, Lucksinger & Epstein (statement dated March 22, 1990) from the funds of University Medical Center. (This statement represents services rendered in appeal of Medicare audit).

TOTAL DUE \$26,931.73

Payment of legal fees for professional services rendered by Fuselier, Ott, McKee & Shivers (statement dated July 1, 1990) from the funds of University Medical Center. (This statement represents services rendered in regard to the Union litigation.)

TOTAL DUE \$ 593.75

Payment of legal fees for professional services rendered by William D. Stokes (statement dated June 14, 1990) from the funds of the University of Mississippi. (This statement represents services and disbursements regarding four patent applications of the Research Institute of Pharmaceutical Sciences.)

TOTAL DUE \$ 3,819.16

Payment of legal fees for professional services rendered by Fuselier, Ott, McKee & Shivers, P.A. (Statement dated August 1, 1990) from the funds of the University of Mississippi Medical Center. This statement represents legal services rendered regarding the Union Campaign at UMMC.

TOTAL DUE \$ 9,556.72

**2. Litigation Report**

Mr. Gibbs reported on the status of litigation as documented in "Current Litigation, July 31, 1990," in the bound "Board Meeting Agenda, Working File Copy," August 16, 1990 on file in the Board office.

Mr. Gibbs stated that over the next two months his office will be in the process of reducing the number of cases in litigation.

**Athletics**

Presented by Dr. Ed Ranck, Associate Commissioner

On motion by Mr. Griffis, seconded by Ms. Baker, and passed with **Dr. Pennington abstaining from voting on the change of status for Mr. Andrew Pennington**, it was

**RESOLVED**, that the Board hereby approves the following report on Athletics.

Jackson State University

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1.(Change of Status of Personnel)

**Pennington, Andrew**

University of Mississippi

2. (Employment)

**Masterson, Gerald L.**

3. (Termination of Employment)

**Simcox, Larry D.**

University of Southern Mississippi

4. (Change of Status of Personnel)

**Denson, Hill H., Jr.**

**Gray, Charles N.**

**Finance/Financial Aid/Foreign Travel**

Presented by Dr. Ed Ranck, Associate Commissioner  
Items 1 - 4 Presented by Mr. Thomas Campbell, Budget Manager  
Athletics Budget and Audit Presented by Mr. Larry Sparks, Auditor  
Office of Finance

Upon motion by Mr. Crosthwait, seconded by Ms. Baker, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves Items 1 through 4 reported under Finance/Financial Aid/Foreign Travel.

Mississippi University for Women

1.Approval of budget request #4 for transfer of funds between objects within fiscal year 1990 operating budget as follows:

<u>Major Object</u>	<u>Increase</u>	<u>Decrease</u>
Contractual		\$110,000
Commodities		90,000
Subsidies, Loans & Grants	<u>\$200,000</u>	
TOTALS	<u>\$200,000</u>	<u>\$200,000</u>

The amount of \$200,000 is requested to be transferred to the Plant Fund to provide needed dollars for mandatory deferred maintenance projects which include, but are not limited to: water damage repairs to Poindexter Hall; painting of buildings; replacement of carpeting in the Library and Physical Education Assembly Building; and Demonstration School rewiring for computer laboratory. An exceptionally milder winter and delayed warmer weather reduced utility costs below expectation. Other reduced expenditures provide the funds for this transfer.

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2. Approve increase in fees for services of the Speech and Hearing Center -- Increase speech-language evaluation fee from \$70 to \$75; charge \$5 per instrument/test; increase speech-language therapy from \$30 per hour to \$40 per hour and \$20 per half hour; charge \$10 per half hour as therapy instrumentation fee. These fees apply to clients of the MUW Speech and Hearing Center and will not effect university students unless they are clients of the Center. **(Unanimous Consent)**

System Administration

Teacher Education Program

3. Rescind the breach declared on July 19, 1990 for **Charity D. Therrell**. Ms. Therrell is teaching in an eligible location with the DeSoto County School District.
4. Declare **Thomas Edgar Martin** in breach of contract, effective August 1, 1990. Mr. Martin discontinued teaching to secure a job in Memphis prior to fulfilling his teaching obligation.

Requests for Foreign Travel

On motion by Mr. Jones, seconded by Ms. Miller, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following report on Foreign Travel.

**(Jackson State University)**

Fessehatzion, Tekie	Bologna, Italy
Gaddis, Peter	San Juan, Puerto Rico
Hartwell, Vernonica	San Juan, Puerto Rico
Lee, Raphael	Taiwan, Republic of China
Moreland-Young, Curtina	Egypt

**(Mississippi State University)**

Bell, Ann L.	Toronto, Canada
Bond, Marvin T.	Wuhan and Chongqing, P. R. China
Clynch, Edward J.	Tampere, Finland
Darling, John R.	Japan, South Korea, and Taiwan
Darling, John R.	Helsinki, Finland
Hutto, David N., Jr.	Montreal, Canada
McRae, John M.	Delft, Holland and Plymouth, England
Miller, Howard W.	Kuala Lumpur, Malaysia and Tokyo, Japan
Miller, James G.	Guelph, Ontario, Canada
Powe, Ralph E.	Budapest, Hungary
Reed, Jerry F.	San Juan, Puerto Rico
Shindala, Adnan	Wuhan and Chongqing, P. R. China
Waldrop, John E.	West Africa
Wall, James E.	Jordan
Danny Magee	British Columbia, Canada <b>(Unanimous Consent)</b>

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**(Mississippi University for Women)**

McDermott, Kathleen Toronto, Canada (**Unanimous Consent**)

**(University of Mississippi)**

Buskes, Gerard	Amsterdam, The Netherlands
Drake, Harold L.	Bayreuth, West Germany
Reidy, James J.	Geneva, Switzerland
O'Hara, Charles G.	Victoria, British Columbia
Buchannon, Robin Cranton	Victoria, British Columbia
O'Niell, Dorothy Bargerson	Victoria, British Columbia
Lusk, Tracy W.	Victoria, British Columbia
Walton, Katherine H.	Victoria, British Columbia
Crum, Lawrence A.	Novosibirsk, Vladivostok and Moscow, USSR
Gorove, Stephen	Montreal, Canada
Horton, Tom	Madrid, Spain

**(University of Mississippi Medical Center)**

Ard, March D.	Cambridge, England
Blickenstaff, Kyle R.	Duisburg, West Germany
Byers, B. R.	Elsivor, Denmark
Cruse, Julius	Basel, Switzerland
Hughes, James L.	Caracas, Venezuela
Lewis, Robert E., Jr.	Basel, Switzerland
Markov, Angel K.	Stockholm, Sweden
Markov, Angel K.	Taormina, Italy; Athens, Greece; Dijon, France; Brussels, Belgium
Martin, James N., Jr.	Rome, Italy
Mulholland, David H.	Bonn-Konigswinter, West Germany
Peck, James E.	Erlangen, West Germany
Raju, Seshadri	Andalusia, Spain
Raju, Seshadri	Safat, Kuwait
Subramony, S. H.	Munich, West Germany

**(University of Southern Mississippi)**

Estes, Thomas G., Jr.	London, England
Hoyle, Charles E.	Montreal, Canada
Hudson, Tim	United Kingdom
Jerome, Raoul F.	Victoria, British Columbia
Jones, Gary E.	Ottawa, Canada
McCormick, Charles L.	Montreal, Canada
Panko, Tom	Guyana
Posey, Roderick	Toronto, Canada
Wiggins, Robert Gene	United Kingdom

**5. Information:** Additional Presentation of Athletic Budget Reviews to Follow-up on the July 19, 1990 Board Meeting Presentation on FY 89 Athletic Audits. Mr. Larry Sparks submitted to the Board the document, "Athletic Budget Audits,

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Recommendations Fiscal Year Ended June 30, 1990," which is included in the bound "Board Meeting Agenda, Working File Copy," August 16, 1990 on file in the Board office.

**Facilities**

Presented by John Bowman, Assistant Commissioner of  
Construction and Physical Affairs

On motion by Mr. Ivey, seconded by Mr. Griffis, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following report on facilities.

Delta State University

1. Approve Change Order #4 in the amount of \$15,298 for Nursing School Renovation, GS# 102-122 and request approval by the Bureau of Buildings, Grounds and Real Property Management. The change will add a parking lot. Funds are available in the project budget.

Jackson State University

2. Approve Requisitions for Charges Associated with the Jackson State University Honors Dormitory Project by Ladner Testing Laboratories, Inc., in the amount of \$376; by Canizaro Trigiani Architects in the amount of \$835.69; by Canizaro Trigiani Architects in the amount of \$3,870.09; by Mac's Construction Company in the amount of \$153,358; and by Hamilton Appraisal Service, Inc., in the amount of \$500, for a total cost of \$158,939.78.

3. Approve the bids and request approval and award of contract by the Bureau of Buildings, Grounds and Real Property Management to the low bidder, J. L. Roberts Heating & Plumbing, Inc. in the amount of \$611,560.00 for Chilled Water Loop, GS #103-115. Funds are available in the project budget.

Mississippi State University

4. Request Permission to Execute a Right-of-Way and Easement which will Allow South Central Bell Telephone Company to Utilize 0.01 Acres of Mississippi State Property. South Central Bell intends to utilize the right-of-way to construct a cable junction station.

5. Fraternity/Sorority Lease Approval for the Mississippi State University Phi Kappa Tau House Corporation. The fraternity has requested assignment of and approval to construct a house on Lot #9.

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6. Request Approval of Matching Grant Between Mississippi State University and Southern Forest Experiment Station, USDA-Forest Services in the Amount of \$371,000. This grant will provide funds to assist in the construction of a Forestry School Building on the University campus for the purpose of education and scientific forestry research. The University proposes to match the grant by providing SFES with 925 square feet of laboratory and office space, free of any charges for rent, maintenance, and utilities, for a period of 20 years, upon execution of the grant. In addition, the Forest Service employees will have access to general purpose facilities of the building.

7. Approve Contract Documents of IHL 205-112, Water Well Improvements, and Authorize Advertising and Receipt of Bids. Funds are available from University sources in the amount of \$180,000.

8. Removal of a Building at Delta Branch Experiment Station in Stoneville from the Inventory of Mississippi Agricultural and Forestry Experiment Station.

<u>Inv. No.</u>	<u>Description</u>	<u>Square Feet</u>	<u>Built</u>	<u>Cost</u>
U-105	Restroom	150	1964	\$ 900

9. Removal of Three Buildings from the Inventory of Mississippi State University.

<u>Inv. No.</u>	<u>Description</u>	<u>Square Feet</u>	<u>Built</u>	<u>Cost</u>
41	Forestry - #3 Hwy. 12	1,777	1925	\$6,528
42	Forestry - #5 Hwy. 12	1,623	1921	5,760
2095	Garage - Dwelling #38	400	1947	750

10. Approve Contract Documents for GS 105-211, McCain Engineering Renovations, and Request Approval from the Office of Building, Grounds and Real Property Management to Advertise and Receive Bids. Funds are available in the project budget in the amount of \$475,000.

11. Approve Construction Plans for Farmhouse Fraternity House, and Pryor & Morrow Architects of West Point, MS have established a project budget of \$500,000.

Mississippi State University - MAFES

12. Approve Change Order #1 in the amount of \$14,991 for School of Forest Resources Division of Agriculture, GS# 113-049 and request approval by the Bureau of Buildings, Grounds and Real Property Management. The change will relocate existing, active sewer and water lines which need to be removed from the foundation area of the new building. Also requested is a transfer of funds from Bond Contingency to cover the change.

13. Approve Change Order #5 in the amount of \$9,379.18 for Lee Hall Renovation, GS# 105-206 and request approval by the Bureau of Buildings, Grounds and Real Property Management. The change is for removal of a transite board underlayment containing asbestos that was discovered by the contractor during removal of the old floor tile. Also requested is a transfer of funds from GS #105-202, 1988 Bond Sale to cover the change.

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14. Approve Change Order #6 in the amount of \$16,078.17 for Lee Hall Renovation GS# 105-206 and request approval by the Bureau of Buildings, Grounds and Real Property Management. The change is required to remove asbestos from the basement mechanical room to permit fire sprinkler piping to proceed. Also requested is a transfer of funds from GS #105-202, 1988 Bond Sale to cover the change.

Mississippi University for Women

15. Approve Change Order #4 and request approval by the Bureau of Buildings, Grounds and Real Property Management. The change will add fourteen (14) days to the contract time.

Mississippi Valley State University

16. Approve Request to Receive Proposals for the Installation of a Television Cable System in Nine (9) Residence Halls with Television Interlink to Twenty (20) Classroom and Office Buildings.

University of Mississippi

17. Approve the bids and award of contract to the low bidder, Shankleford Plumbing and Mechanical of Oxford, Mississippi in the amount of \$287,646.50 for the Golf Course Irrigation System, #207-221. Funds are available from University sources to cover the project.
18. Approve Change Order #4 in the amount of \$4,032.11 for Baxter Hall Renovation, GS# 107-188 and request approval by the Bureau of Buildings, Grounds and Real Property Management. The change will provide for miscellaneous interior changes to more readily accept telecommunications cables. Funds are available in the project budget.
19. Approve Change Order #3 for Electrical Distribution Upgrade, GS# 107-174 and request approval and award of contract by the Bureau of Buildings, Grounds and Real Property Management. This change will allow for closeout of the referenced project.
20. Approve Change Order #1 for Painting Academic Buildings, GS #107-176 and request approval by the Bureau of Buildings, Grounds and Real Property Management. The change will add sixty (60) days to the contract time.
21. Approve Change Order #3 which will reduce the project amount by \$7,836.06 for '88 Waterproofing/Honors Center Renovation, GS #107-178 and request approval by the Bureau of Buildings, Grounds and Real Property Management.
22. Approve Change Order #1 for Classroom Seating Improvements, GS #107-177 in the amount of a \$400 decrease and requests approval by the Bureau of Buildings, Grounds and Real Property Management. The change will deduct the installation of 56 seats in Classroom 121 of Conner Hall.

University of Mississippi Medical Center

23. Permission is Requested to Sell 100 Square Feet of University of Mississippi Medical Center Property to the Mississippi State Highway Commission for the Sum of \$100. This property

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is described in the Warranty Deed and shown on the right of way plat on file in the Board office. This property will be used in conjunction with Federal Aid Project 51-0055-02-085-10, I-055-2(85). The specific use for this property will be to serve as the location for the electrical equipment necessary for the traffic light at the intersection of Lakeland Drive and the entrance/exit of St. Dominic/Jackson Memorial Hospital complex.

24. Permission is Requested to Amend Existing Leases effective September 1, 1990, of 6,180 Square Feet of Commercial Space Located at 876 Lakeland Drive, Jackson, Mississippi, for Use by Academic Programs in the School of Health Related Professions (SHRP). The proposed revision to the leases are for the remaining 46 months of the existing five-year lease. The average yearly cost for these leases will increase from \$74,846.52 to \$76,946.52.

25. Design Development Documents for the GS #109-144, New Water Well, and Request Approval of the Bureau of Building, Grounds and Real Property Management. Funds are available in the project budget in the amount of \$250,000.

26. Bid and Authorize Award of Contract to W. G. Yates & Sons Construction Company, the Second Low Bidder, Less Alternate #1, for #209-159, Computer Services Addition, in the Amount of \$1,064,500. Funds are available in the project budget.

The low bidder, J. W. Hartlein, withdrew his bid due to an error in calculations. This was verified by the architect who agreed to release Mr. Hartlein from his bid.

27. Change Order #1 for the Stadium Parking Renovations, #209-160. Funds are available in the project budget. This change order adds wiring and a temporary drive in the amount of \$3,150.00.

28. Schematic Documents for the GS #109-141, Laundry Facility, and Request Approval of the Bureau of Building, Grounds and Real Property Management. Funds are available in the project budget in the amount of \$2,700,000.

29. Approved the bids and award of contract to the low bidder, W. H. Scott Construction Company in the amount of \$66,500 for Lithotripter Room Renovations, #209-178. Funds are available from University sources in the amount of \$92,000.

30. Approve the request to initiate a project to renovate the laundry chutes at the north, south, east and west wings and the appointment of the firm of Simmons Associates, AIA as project professional for the subject project. Funds are available from University sources in the amount of \$80,000.

31. Approve the request to initiate an in-house project to renovate room S012-22, Radiology Department. Funds are available from University sources in the amount of \$30,000.

32. Approve the request to initiate an in-house project for an addition to the Radiology trailer. Funds are available from University sources in the amount of \$75,000.

33. Approve the bids and award of contract to the low bidder, McInnis Electric in the amount of \$43,674 for Energy Management Revisions, #209-167 project. Funds are available from University sources in the amount of \$43,674.

University of Southern Mississippi

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34. Approve the bids for 1990 Roofing, GS #108-127 and request approval and award of contract by the Bureau of Buildings, Grounds and Real Property Management to the low bidders, E. Cornell Malone Corporation, Hattiesburg, MS., in the amount of \$164,139, Hub Roofing & Sheetmetal, Inc., Hattiesburg, MS., in the amount of \$76,669 and South Central Roofing & Sheetmetal, Hattiesburg, MS., in the amount of \$25,680 and United Roofing and Construction, Inc., Laurel, MS., in the amount of \$15,121. Funds are available in the project budget in the amount of \$295,502.00. Also requested is a transfer of funds in the amount of \$7,000.00 from GS #108-135, 1990 Bond Sale - Hattiesburg, to satisfy the total need of \$302,502.00.
35. Approve the bids and request approval and award of contract by the Bureau of Buildings, Grounds and Real Property Management to the low bidder, Hub Sheetmetal & Roofing Inc., in the amount of \$95,381.00 for Gulf Coast Research Laboratory 1990 Roofing, GS #110-059. Funds are available in the project budget in the amount of \$128,000.00.
36. Approve the contract documents and request approval and advertisement for receipt of bids by the Bureau of Buildings, Grounds and Real Property Management for Repair of Slab Failure - Anadromous Building, GS #110-061. Funds in the amount of \$28,500 have been reallocated from project GS #110-058, '90 Paving Program to support one-half of the budget. The Office of Building has pledged the remaining funds necessary to complete the project.

System Administration

37. Facilities Summary

Included under individual universities.

38. Simmons Hall Demolition

Upon motion by Ms. Baker, seconded by Mr. Ivey, and unanimously passed, it was

**RESOLVED**, that the Board hereby requests that the Bureau of Buildings, Grounds and Real Property Management proceed with the demolition of Simmons Hall. Attorneys have reviewed the situation and have not found any parties from which possible recoveries could be expected. Therefore, the additional expenses required for further documentation are not justified at this time.

**Information:** Mr. Bowman presented a document to the Board, "Construction Project Report," August 16, 1990 which is included in the Board working files in the bound "Board Meeting Agenda, Working File Copy," August 16, 1990 on file in the Board office.

**Information:** At the July 19, 1990 meeting, Dr. Haynes expressed concerns regarding the level of inspection on IHL construction projects by the Bureau of Buildings, Grounds, and Real Property Management. At the request of the Board, Mr. Bowman communicated these concerns to the BBG&RPM.

As a result, the Bureau of Buildings, Grounds and Real Property Management agreed to increase its level of inspection on all larger construction projects to ensure compliance with contract documents and general construction practices.

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**Presidents' Council**

Presented by Dr. Clyda Rent, President  
Mississippi University for Women

The Presidents' Council met at 3:00 p.m. on Wednesday, August 15, 1990 in Jackson, Mississippi. Dr. Rent reported that the president had also met that week for a Human Resources Seminar and a retreat.

The general theme governing the discussions at these meetings was that higher education should not be viewed as the problem underlying the state's economic and social ills, but rather should be properly viewed as the key to solving problems.

The presidents discussed how individually and collectively they could be more effective as heads of institutions and as communicators of the message that higher education in Mississippi is excellent and moving forward.

Dr. Rent thanked Dr. W. Ray Cleere for planning the retreat and Dr. Gerald Turner and Dr. Norman Nelson for serving as hosts.

**Emergency Action Item**

As a reaction to Senate Bill 2155, known as the "Gunslinger" law passed during the 1990 regular session of the Legislature, and under the emergency conditions as set forth in Section 201.0402, Procedures for Changing Board Policies and Procedures of the Board's Bylaws and Policies, Mr. Crosthwait presented the Board with an amendment to the Bylaws and Policies which would prohibit the possession of firearms and weapons on campuses of the Institutions of Higher Learning.

Upon motion by Mr. Griffis, seconded by Mr. Rushing, and unanimously passed, it was

**RESOLVED**, that the Board hereby adopts the following amendment in concept with regard to the prohibition of firearms on IHL university campuses with the final amendment to reflect the Board's stated exceptions such as ROTC, guards, and other similar approved university programs.

Further, that the Board directs Dr. W. Ray Cleere, Commissioner of Higher Education, and Mr. Frank Crosthwait, Board member, to draft said appropriate exceptions.

*Amendment*

*The Board of Trustees of the State Institutions of Higher Learning of the State of Mississippi, recognizes that the possession of pistols, firearms or other weapons on any of its institutions' premises or at its institutions or student functions off campus by persons other than duly authorized law enforcement officials creates an unreasonable and unwarranted risk of injury or death to its institutions' employees, students, visitors and guests and further creates an unreasonable and unwarranted risk of damage to properties of the institutions, employees, students, visitors, guests and properties of others. Because of such dangers, the Board of Trustees hereby prohibits the possession of pistols, firearms or other weapons in any form by any person other than duly authorized law enforcement officials on its institutions' premises or at any of its institutions' or student functions off campus, regardless of whether such person possesses a valid permit to carry such pistols,*

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*firearms or weapons.*

**Report on Minority Affairs**

Presented by Ms. E. J. Russell, Director, Minority Affairs

Ms. Russell stated that since joining the IHL staff two months ago, she had learned from her research and document review that the Mississippi Institutions of Higher Learning had come a long way in the last twenty years in providing opportunities for minorities; but that there are still too many minorities that are not in the education pipeline. Data shows that those institutions that attract a multi-cultural constituency will be those that will survive and thrive in the future.

Ms. Russell reported that she had completed visits to the eight universities to review the following selected areas of campus operations in terms of minority participation.

1. Recruitment

- Recruitment of other races
  - Financial incentives (scholarships, etc.)
  - Early outreach programs (summer enrichment, etc.)
- Community partnerships (minority organizations, churches, schools, junior colleges, government)

Delta State University had the highest other race with 20.8%; Mississippi University for Women with 17.0%; and University of Southern Mississippi with 13.3%.

2. Retention

- Support services (remediation, tutoring, counseling, tracking, mentoring, intervention, finances)
- Institutional environment (mainstreaming, organizational environment, sensitivity)
- Facilities (housing, general aesthetics)

Mississippi University for Women had the highest retention rate of black students with 55%; Mississippi State University with 52.19%; and University of Mississippi with 49.51%.

3. Faculty/Administrative Staff

Of the traditionally white institutions, Delta State University had the highest percentage of non-white faculty with 7.5%. Alcorn State University had 31.68% non-black faculty. The University of Southern Mississippi has hired five new black faculty members, including one physicist, effective Fall 1991. Faculty recruitment efforts need to be reassessed and faculty statistical reports revised to reflect EEO categories.

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4. Affirmative Action and Minority Affairs Programs

Minority Affairs Programs are underway at all campuses with three institutions having full-time minority affairs officers.

5. Programs of Interest

Alcorn State University's School of Nursing is working very well in its efforts to attract other race students. Of the 225 students, 60% are other race and 40% are black. The faculty is 50% other race and 50% black.

The University of Mississippi has established a minority graduate student program. In 1985, 22 out of 485 fulltime graduate students were black; in the spring of 1990, 218 out of 1,099 (19.8%) were black.

Publications Review

Materials published by the institutions, such as catalogs and promotional brochures, were reviewed in terms of their appeal to a multi-cultural constituency.

Plans of Compliance

Plans are to expand and change format to be more results-oriented.

Enhancement Plans for Historically Black Institutions

The Office of Minority Affairs is meeting with the institutional executive officers to develop enhancement plans along with five-year plans for implementation.

Recommendations

Development of a system brochure that would appeal to a multi-cultural student population.

Host workshop for minority affairs and affirmative action officers on campuses to clarify roles and responsibilities and share ideas.

Develop methods of recognizing progress and projects involving minority participation in higher education.

Ms. Russell stated that she would present a formal, written report to the Board by September 1, 1990.

**Agreement for ITFS Network**

Presented by Mr. Jody Jaeger, Executive Director  
Mississippi Authority for Educational Television

Ms. Walton introduced Mr. Jaeger who presented to the Board a resolution, a

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copy of the Mississippi Instructional Television Fixed Service (ITFS) Agreement, the Bylaws of the Mississippi EdNet Institute, Inc., and the Articles of Incorporation. EdNet is a legally constituted nonprofit corporation which was established to serve as the governing board for ITFS. The resolution is shown as **EXHIBIT 5**. The ITFS Agreement, Bylaws, and Articles of Incorporation are shown in the bound "Board Meeting Agenda, Working File Copy," August 16, 1990 on file in the Board office.

Mr. Jaeger submitted for the Board's approval a proposal, the Mississippi Instructional Television Fixed Service (ITFS) Agreement. This is a proposed agreement among the Mississippi Authority for Educational Television, the Mississippi State Board of Education, the Board of Trustees of State Institutions of Higher Learning, the State Board for Community and Junior Colleges and the Mississippi EdNet Institute, Inc., a Mississippi nonprofit corporation. The purpose of the agreement is to provide a comprehensive statewide ITFS system, utilizing twelve ITFS channels in order to serve instructional and educational needs through the State of Mississippi.

The Board voiced concerns with the proposal in these general areas:

- Terms of the agreement (ten years) and lack of escape clause
- Identification of Board liability
- Process for solicitation of private funding
- Procedure for disbursement of profits

After a full discussion of the contents and implementation of the proposal, and upon motion by Mr. Ivey, seconded by Mr. Jones, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves for execution by the Commissioner of Higher Education and the President of the Board of Trustees of State Institutions of Higher Learning, the agreement submitted by Mr. Jody Jaeger, Executive Director, Mississippi Authority for Educational Television, and known as the "Mississippi Instructional Television Fixed Service (ITFS) Agreement," after review and approval by the legal staff of the Attorney General's office and recommendation by Commissioner Ray Cleere.

**BE IT FURTHER RESOLVED**, that the Board acknowledges that since time is of the essence, the review and subsequent possible execution of said agreement shall be accomplished by a date sufficient for all parties to meet the Federal Communication Commission deadline of August 25, 1990.

Additionally, and upon separate motion made by Mr. Ivey, seconded by Ms. Baker, and unanimously passed, it was

**RESOLVED**, that the Board hereby approves the following resolution heretofore referred to as **EXHIBIT 5**.

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**R E S O L U T I O N**

**WHEREAS**, the management and control of the Mississippi EdNet Institute, Inc. shall be vested in its Board of Directors; and

**WHEREAS**, there are no members of the corporation; and

**WHEREAS**, the Board of Directors shall be composed of one Director appointed by the Governor of the State of Mississippi from each of the following existing boards or authorities; the Mississippi Authority for Educational Television, the Mississippi State Board of Education, the Mississippi State Board for Community and Junior Colleges and the Mississippi Board of Trustees of the State Institutions of Higher Learning;

**NOW, THEREFORE, BE IT RESOLVED** that each Director, while serving on the Board of Directors, shall be acting in his/her official capacity as a member of the governing authority of his/her respective agency.

Adopted this sixteenth day of August, 1990.

**Institutional Advisory Committee Reports**

University of Mississippi  
Mr. James Luvene, Chair

The University of Mississippi was host to the Board Site Team on June 29, 1990. Those present were: Mr. James Luvene, Mr. Will Hickman, Mrs. Diane Miller, Mr. Sidney Rushing, Mrs. Dianne Walton, and Mrs. Nan Baker. Ms. Ann Homer Cook of the Board staff accompanied the committee.

Chancellor Turner had a full day planned which began with informative reports by Ole Miss educators.

Dr. James Brown noted that the University historically has been faced with a special challenge in recruiting minority students and in addressing a lingering adverse image. Despite this handicap, through a dedicated effort in addressing the needs of minority representation in all facets of graduate education, minority enrollment has increased from 6% of total graduate enrollment in Fall of 1987 to 16% of total enrollment in Spring 1990. Total minority graduate enrollment has increased from 68 in Fall 1987 to 267 in Spring 1990, an increase of 293%. Full-time enrollment of minority graduate students has increased from 22 in the Fall of 1987 to 218 in Spring of 1990 which is an increase of 891%.

A Minority Undergraduate Recruitment report was given. The University of Mississippi revealed that while overall undergraduate enrollment increased by 16 percent (from 7,088 to 8,253) from 1984 to 1989, black undergraduate citizen enrollment increased by an even healthier 26 percent (435 to 554). During this time, the percentage of the undergraduate student body which is black,

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increased from 6.2 to 6.7 percent. To an extent, these numbers reflect the results of direct and indirect recruiting efforts which have targeted black prospects through the Graduate School Minority Fellowship Program, National Consortium for Education Access, and the Minority Outreach Program.

Dr. Les Wyatt explained Athletic Budget Formulation. The committee learned that the Athletic budget is formed, based on cumulative attendance figures over past years. The entire budget depends on revenues derived from football and men's basketball. Because of unpredicted variations in seasonal weather during football season, and the alternative year guarantee costs, the football budget is volatile.

Dr. Dave Shipley described Law School Enrollment. The qualifications of this year's entering class are the best in the history of the School of Law. The average LSAT is a 33, up from 30 in 1989, and the average GPA is 3.3, up from a 3.0 in 1989. The class is 43% female and the average age is 24. They come from 22 states and are graduates of 72 different institutions of higher education.

Dr. Jean Major presented Library specialties. The Library has several significant collection strengths: exceptional research collections of Southern literature and the blues, Afro-American culture, broad coverage of the entire area of Southern studies, a very complete federal documents collection, and a strong business collection. Particularly noteworthy are the extensive manuscript and printed holdings of William Faulkner's works, as well as first-rate collections of literary and historical Mississippians.

Dr. Jim Payne and Dr. Ray Hoops explained the NCATE reaccreditation plan.

In addition to these special reports, an excellent campus tour was conducted with the site team viewing construction projects on campus, including the tennis facility, the National Center for Physical Acoustics, the Center for the Study of Southern Culture, the Athletic Field House, and the perspective sites for proposed facilities.

An exciting part of the tour was a visit to the Biological Field Station, located seven miles from campus. Dr. James Kushlan, Chair of Biology, briefed the board members on the diverse educational and research activities ongoing and planned at the facility. The Station encompasses over 700 acres, including over 150 artificial ponds, streams, and wetlands. The focus of activities is teaching, study, and service in environmental science, especially in the area of water quality and water resources management.

A major problem revealed which threatens the future of the University of Mississippi's growth, as well as all schools, is low faculty salaries. Based upon the lack of a salary increase for FY 90-91, faculty salaries will be approximately \$8,000 or 20% less at Ole Miss than at comparable institutions across the South in the Fall Semester 1990. This difference will cause further loss of faculty (one professional school lost more than 25% of its faculty this spring).

In conclusion, Mr. Luvene expressed his appreciation to his fellow committee members on this site visit. Additionally, he expressed appreciation to Chancellor

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Turner for the informative visit to Ole Miss and lunch at his home.

In summary, the visit was focused, educational and informative. The committee was able to see campus strengths and to hear of areas of concern. The committee had a view of select areas of interest and announced a visit back to the campus on November 9, 1990, to expand into more areas.

Mississippi Valley State University

Mr. Frank Crosthwait, Chair

The Institutional Advisory Committee visited Mississippi Valley State University on July 24, 1990. Members attending were Mr. Frank Crosthwait, Ms. Nan McGahey Baker, Mr. James W. Luvane, Mr. Bryce Griffis, and Dr. Cass Pennington. Ms. Ann Homer Cook accompanied the committee. Television and news media from Greenwood, Mississippi were also present and held interviews with Dr. William Sutton, President, Mississippi Valley State University, and Mr. Crosthwait.

The committee was tremendously impressed with the appearance, activities, and morale at Mississippi Valley State University.

Mr. Crosthwait commended Dr. Sutton for the outstanding progress that he had made since he came to the institution in July, 1988.

Areas discussed by the committee were physical facilities, academic programs, athletics, student affairs, service activities, mission statement, and student aid insurance problems. appropriation.

Mississippi Valley State University is the youngest of the state-supported institutions of higher learning. It was established in the 1940's and began operations in the 1950's. For this reason, the institution is still serving first and second generation students.

In addressing some of the progress that has been made, the committee noted that when Dr. Sutton came to Valley, he emphasized that he wanted to make progress in the areas of finance, enrollment, and improvement of facilities.

The financial deficit has been cut. In addition, the financial aid liability that confronted his administration at the outset has been reduced to about \$250,000 and hopefully will be completely erased this year.

The university has operated during Dr. Sutton's administration in a fiscally responsible manner and within its budget. Changes have been made in the business office with the addition of a new fiscal officer and internal auditor. As a result of these changes, the entire payroll system has checks and balances. For example, the length of time to process health and life insurance deductions has been reduced from several days to a short period of time and the staff required has been reduced from six to eight persons to one person with a computer. The deficits with monthly vendors has also been reduced. A system of auditing long-distance calls has resulted in a savings of between \$5,000 and \$7,000 per month.

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Dr. Roy C. Hudson, Vice President for Administration, reported that projects amounting to \$160,000 in capital improvements are underway. The breakdown for the expenditure of the entire amount is as follows:

\$180,000	Existing projects
60,000	Roofing
250,000	Dorm repair
200,000	Mechanical
80,000	Renovation
50,000	Contingency

The committee also heard reports from staff on instruction, teaching research, and public service. Dr. Nathaniel Boclair, Vice President for Academic Affairs discussed academic affairs and gave retention and graduation rates. He stated that although many of Valley's academic programs have been reinstated, many more need to be reinstated. One need is for a master's degree program in the education department. Dr. Boclair also mentioned that Valley's faculty salary rates are the lowest in the System.

Dr. Sutton has repaired the two-thirds of the air-conditioning systems that were inoperable when he came in July, 1988.

The committee reported that enrollment is up, largely because of increased recruitment efforts. Valley has a new recruitment video which is utilized by local television stations and the faculty senate provides 20 volunteers to assist in recruitment at no expense to the university.

Dr. Robert Moore briefed the committee on the Economic Development Center and Dr. Jaswant Sing, Chair of the Department of Natural Resources, provided a folder of information on his department.

Dr. Koksall L. Turk, Assistant Professor, English Department, gave the committee a tour of the impressive Journalism Lab and the campus newspaper.

Valley now has approval for a campus radio station and is in the process of employing a manager.

Dr. Dorothy Smith, Director, Academic Skills, provided the committee with information on her department. Each resident hall now has counseling programs which cover drug and alcohol abuse as well as academic counseling.

Dr. Hudson briefed the committee on the library and on the cooperative computerized data program among Delta State University, Mississippi State University, and Mississippi Valley State University. This program amounts to a \$12,000 savings for Mississippi Valley State

University.

The committee reviewed the Industrial Technology and Education Program. The printing for the program is done on-campus.

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The \$800,000 enhancement grant will be used to reduce the institution's accounts payable.

Mr. Crosthwait expressed appreciation to Dr. Sutton, Dr. Hudson, and Dr. Boclair and staff for an excellent visit. He also thanked Mrs. Sutton for her hospitality.

Jackson State University - Second Visit

Ms. Diane Miller, Chair

The Institutional Advisory Committee made its second visit to Jackson State University on August 15, 1990. Members present were Ms. Diane Miller, Ms. Nan McGahey Baker, Mr. James W. Luvenc, Mr. William M. Jones, and Dr. Joe A. Haynes. Ms. Ann Homer Cook accompanied the committee.

After being greeted by Dr. James Hefner, President, the committee toured the University College. Dr. Bennie Reeves introduced his staff and briefed the committee on how the college operates. Dr. Hefner informed the committee that Dr. Reeves had accepted a position as vice-president for academic affairs at a college in Florida. Dr. Reeves had been at Jackson State University for over 20 years, but he could not turn down the offer of a higher paying position.

Dr. Sam Polk, Director of the Physical Plant, presented an overview of the Physical Plant by means of a slide presentation.

Dr. Polk, Dr. Walter Crockett, Dean of Students, and Dr. Dennis Holloway, Jr., Dean of Student Affairs, led the committee on a tour of residence halls. The committee visited four dormitories ranging from the small 18 student Johnson Hall for the basketball team to Alexander Hall which houses over a thousand women. They also visited Dixon Hall and McAllister-Whiteside. Each of these dorms has undergone renovation over the summer in preparation for the arrival of students in the fall.

Ms. Miller commented that since the committee walked to most sites, they had the opportunity of viewing the campus as a student.

The committee's visit concluded with a meeting with Dr. Hefner, Mr. Thomas R. Poitier, Vice-President for Fiscal Affairs, and the Board members to discuss items of interest.

Ms. Miller thanked Dr. Hefner and his staff for a very informative visit. Ms. Miller also thanked Mr. Dwight Wells, Physical Plant, who provided transportation and other assistance to the committee.

**Appointment of Capital Facilities Committee**

President Hickman appointed the following members to the Capital Facilities Committee:

Ms. Nan McGahey Baker, Chair	Mr. Marlin Ivey
Mr. Frank Crosthwait	Dr. Cass Pennington
Mr. Bryce Griffis	Mr. Sidney Rushing

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**System Administration Report**

Presented by Dr. W. Ray Cleere, Commissioner

Dr. Cleere presented the System Administration Report to give the Board a picture of the current status of the Board office in view of an eminent major budget cut. Dr. Cleere pointed out that although the Board office has grown, so have its responsibilities because of the many changes that have occurred. An overview of those changes is given below.

Overview - 1988-1990

On June 30, 1988, there were 205 employees in the IHL System Administration Office. As of June 30, 1990, 135 people were employed, a reduction of 34%.

Expenditures for personal services were reduced by 15.32% between fiscal year 1987-88 and fiscal year 1990-91. The major reduction in headcount and personal services was due to the reassigning of personnel to the Department of Economic and Community Development. This reduction was made when Senate Bill 2925 -- the "University Research Center Act of 1988" abolished the Mississippi Research and Development Center as of July 1, 1988. The functions of the Research and Development Center were divided between the Mississippi Department of Economic Development and the newly created University Research Center, as a unit of IHL. Another major staff reduction was possible because of contracting with CSX Technology, inc., for routine processing services in the Guarantee Student Loan area. Additional personnel have been added in System management areas to enhance financial oversight of the System.

System Administration is currently comprised of four basic units: The Executive Board Office, with 41 employees, of which 7 are supported from self-generated funds (Risk Management and Project '95); Financial Aid, with 21 employees (4 supported from self-generated funds); University Research Center, with 53 employees; and Building, Grounds, and Security -- with 20 employees.

Between fiscal year 1987-88 and fiscal year 1990-91, state appropriations for the IHL System Administration Office increased by 3.51%, compared to state appropriations increases for the campuses of 27.46%.

A detailed description of the IHL System Administration offices is given in **EXHIBIT 6**.

**Presidents' Reports**

Dr. W. Ray Cleere, Commissioner, introduced this portion of the meeting and thanked those who had tried to generate support for the Institutions of Higher Learning. He stated that the universities had experienced ten years of absolute conscious neglect. Through conscious decisions the state has turned eight universities that were in 1981 on the verge of leading the state culturally and economically into eight "also ran" universities. In 1981 the eight universities were competing with the states of South Carolina, Tennessee, Georgia, and Alabama. Now these institutions are merely holding down last place by all qualitative higher education measures in the southeast.

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Dr. Cleere further remarked that critics say that the state has too many universities or that higher cost programs and even smaller institutions should be closed. There is no external support for those contentions. All of the state-supported, four-year institutions and

programs within these institutions are operated in a highly efficient manner -- at a much lower cost than their competition in other states. Mississippi and the Board of Trustees of State Institutions of Higher Learning should not be forced to choose between the "first generation college student" in the Delta and the "vet/science student" in Starkville -- between the "engineering student" in Oxford and the struggling "part-time student" on the Coast -- between the "health care of the poor" at the University of Mississippi Medical Center and the "needs of farmers" throughout the state. These programs are not the real argument. The real argument is whether we as a state are willing to support efficient, well-managed universities that for good or bad will be the major force in our state's economic future. The last ten years tell us that the commitment is not there and the promise for the future is bleak at best. The people of this state deserve more.

Dr. Cleere concluded by stating that the problem can no longer be solved with a 4 or 5% pay raise. That will not bring the professors/researchers back that left our state around whom we had built millions of dollars worth of programs (both academic and research). It will not give us the accreditation that is threatened at each of our institutions. It will not keep our brightest students in Mississippi for a less than adequate, non-competitive education. The solution rests in substantial increases in support -- across our entire budget. That is the truth. We are on the verge of opening our universities within the next two weeks -- with 20,000 loyal, dedicated and underpaid employees led by eight outstanding university administrators. We will again do the best we can with very limited support.

Three tables of data for a ten-year period were presented: Education Appropriations as a Percent of the State General Fund, FY 1981 to FY 1991; Comparison of Appropriations and Tuition Per Student, FY 1981 to FY 1991; and Comparison of Average Full-Time Salaries, FY 1981 to FY 1991. These tables are shown as **EXHIBIT 7**.

Dr. Cleere then read a letter from Governor Ray Mabus in response to his (Dr. Cleere's) concerns over possible budget cuts. The letter stated that the Governor was hopeful that it would not be necessary to make cuts in education. The Governor further stated that prior to October, 1990, discretionary cuts may be made by the Governor in budgets in order to balance the State budget and "it is not my intent to make any discretionary cuts in the budget for the university system."

After these remarks, Dr. Cleere then called on the presidents to make a report on the status of their respective institutions at the opening of the fall semester, 1990-91. All presidents addressed the issue of low faculty salaries and faculty shortages.

Executive officers of institutions who delivered reports were (in order of presentation): Dr. Walter Washington, Alcorn State University; Dr. Kent Wyatt, Delta State University; Dr. James Hefner, Jackson State University; Dr. Donald

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Zacharias, President and Dr. Rodney Foil, President for Agriculture, Forestry, and Veterinary Medicine, Mississippi State University; Dr. Clyda Rent, Mississippi University for Women; Dr. William Sutton, Mississippi Valley State University; Dr. R. Gerald Turner, University of Mississippi and Dr. Norman C. Nelson, Vice-Chancellor for Health Affairs, University of Mississippi Medical Center; and Dr. Aubrey Lucas, University of Southern Mississippi.

Responses to these reports were given by the following legislators who all stated that they felt budget cuts in higher education were eminent if new funding sources were not found.

Representative Ed Perry, Sub-Committee Chair, Universities Appropriation Committee

Representative Charlie Capps, Chair, House Appropriations Committee

Senator Jack Gordon, Chair, Senate Appropriations Committee

Senator Nevin Sledge, Member, Universities and Colleges and Finance Committees

Senator Doug Anderson, Chair, Universities and Colleges Committee

**Recognition of Individuals**

The following guests were recognized at the Board meeting.

**University of Mississippi Medical Center and University Hospital**

Dr. Sherman Bloom, Professor and Chair, Department of Pathology

Dr. Robert S. Rhodes, Professor and Chair, Department of Surgery

Dr. Joe Files, Chief of Staff, University Hospital

Mr. Tom Dandridge, Associate Director, University of Hospital

**State Board for Community and Junior Colleges**

Mr. William H. Bunch, Jr., Director of Programs

**Mississippi State Legislature**

Representative Ed Perry, Sub-Committee Chair, Universities

Appropriation Committee

Representative Charlie Capps, Chair, House Appropriations Committee

Senator Jack Gordon, Chair, Senate Appropriations Committee

Senator Nevin Sledge, Member, Universities and Colleges and Finance Committees

Senator Doug Anderson, Chair, Universities and Colleges Committee

**Department of Finance and Administration**

Mr. Cecil Brown, Executive Director

**Governor's Office**

Mr. John Cook, Director of Legislation and Programs

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There being no further business to come before the Board, the meeting was adjourned.

President, Board of Trustees of State Institutions  
of Higher Learning

Executive Secretary, Board of Trustees of State  
Institutions of Higher Learning

**Executive Session**

On motion by Mr. Crosthwait, seconded by Mr. Luvane, and unanimously passed, it was determined that there was a need to go into Executive Session to determine if an Executive Session was warranted. On motion by Ms. Walton, seconded by Ms. Miller, and unanimously passed, the Board voted to go into Executive Session to discuss a legal matter entitled A. Venkataramiah and G. Lakshmi v Gulf Coast Research Laboratory and a personnel matter at Delta State University.

On motion by Mr. Crosthwait, seconded by Dr. Haynes, and unanimously passed, it was

**RESOLVED**, that the Board agreed not to settle the case per the offer of settlement from Mr. Earl Denham, attorney for Drs. Venkataramiah and Lakshmi. The Board encouraged settlement discussions and authorized an appeal if the settlement discussions did not work out.

On motion by Ms. Walton, seconded by Ms. Miller, and unanimously passed, the Board voted to adjourn the Executive session.

President, Board of Trustees of State  
Institutions of Higher Learning

Executive Secretary, Board of Trustees of State  
Institutions of Higher Learning

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**EXHIBITS**

- EXHIBIT 1** Interlocal Cooperation Agreement - City of Hattiesburg and the University of Southern Mississippi
- EXHIBIT 2** Carson-Newman College Agreement - Carson Newman College and the Gulf Coast Research Laboratory
- EXHIBIT 3** Minutes of the Joint Conference Committee, April 19, 1990
- EXHIBIT 4** The University Hospital #6 - Patient Statistics for Fiscal Years Ended June 30, 1988, 1989, and 1990
- EXHIBIT 5** Resolution - Mississippi EdNet Institute, Inc.
- EXHIBIT 6** Board of Trustees of State Institutions of Higher Learning, System Administration Office, 1988-1990
- EXHIBIT 7** Education Appropriations as a Percent of the State General Fund, FY 1981 to FY 1991; Comparison of Appropriations and Tuition Per Student, FY 1981 to FY 1991; Comparison of Average Full-Time Salaries, FY 1981 to FY 1991.