



ATHENS STATE

UNIVERSITY

**TITLE VI**

**CONSENT DECREE/REMEDIAL DECREE**

**FOURTEENTH ANNUAL REPORT**

**2004**



Exh. F

JERRY F. BARTLETT  
PRESIDENT  
Brown Hall

### CONTRACT

For and in consideration of mutual promises and other valuable considerations, I Denver Betts of Huntsville, Alabama, agree to be bound contractually to Athens State University as a participant in its "Program to Develop Minority Faculty" as set out in its Consent Decree on pages 12 – 15, said pages attached hereon, and fully incorporated by reference as part of this agreement.

Athens State University  
By

Date 6/2/03

Denver A. Betts

Participant

Date 6/2/03

Attachment

4  
7  
7  
7  
7

# Minority Faculty Development Program

NAME	INSTITUTION	TERMS FOR WHICH REIMBURSEMENT RECEIVED										
		Summer 1997	Fall 97/98	Fall 98/99	Spring 98/99	Fall 99/00	Spring 99/00	Summer 99/00	Fall 00/01	Spring 00/01	Summer 00/01	Fall 01/02
Rosemary Hodges	Alabama A & M Tennessee State Univ.					Fall 99/00	Spring 98/99			Fall 99/00		Spring 99/00
Wanda Hutchinson	Mississippi St. Univ.	Spring 96/97	Fall 1997/98	Fall 98/99	Summer 99/00		Summer 99/00			Fall 00/01		Spring 00/01
Andryna Kuzmivic	University of Alabama at Birmingham	Winter 99/00	Summer 99/00	Fall 00/01			Spring 00/01			Summer 00/01		Fall 01/02
Nate Mitchell	Middle Tennessee State University	Fall 98/99	Spring 98/99	Fall 99/00			Spring 99/00			Fall 00/01		Spring 00/01
Teresa Terrell	Vanderbilt University	Fall 99/00	Spring 99/00	Fall 00/01			Spring 00/01			Summer 00/01		Spring 01/02
LaDoris Baugh	Univ. of Alabama/Huntsville University of Alabama	Fall 02/03	Fall 03/04									
Denver Betts	Nova Southeastern	Summer 02/03	Fall 03/04									

TITLE VI REMEDIAL DECREE REPORT  
**RECRUITMENT AND RETENTION  
 OF BLACK FACULTY AND ADMINISTRATIVE STAFF  
 ANNUAL FINANCIAL REPORT**

INSTITUTION: ATHENS STATE UNIVERSITY

Amount received as of May 1 of Current Fiscal Year (FY 2003-2004) (Oct 1, 2003-May 1, 2004) \$ 50,000

Method in which Funds were spent Amount

Recruitment Efforts Black Faculty \$ \_\_\_\_\_

Retention Efforts Black Faculty \$ 3,000

Recruitment Efforts Black Administrative Staff \$ \_\_\_\_\_

Retention Efforts Black Administrative Staff \$ \_\_\_\_\_

Total amount spent as of May 1 of Current Fiscal Year \$3,000

Were any black faculty members recruited and hired using these funds? No If so, how many? \_\_\_\_\_

Were any black administrative staff members recruited and hired using these funds? No If so, how many? \_\_\_\_\_

Please provide the total amount spent of the Court Ordered Recruitment and Retention funds as of May 1 of the Current Fiscal Year below:

General Recruitment Efforts**	Salary amounts for New Black Faculty Paid with Funds	Salary amounts for New Black Administrative Staff Paid with Funds	Salary amounts for Existing Black Faculty Paid with Funds	Salary amounts for Existing Black Administrative Staff Paid with Funds	Equipment for Black Faculty	Equipment for Black Administrative Staff	Funds for Research support for Black Faculty**	Funds to cover Departmental costs for Travel, Release Time, etc. **	Other**
									\$3,000

**DUE DATE MAY 3, 2004**

Notes:

- 1) This report is not to be completed by Alabama A&M University or Alabama State University.
- 2) This report relates to the Court Order issued March 28, 2002.
- 3) For definitions of employee categories follow instructions for IPEDS 2003 Fall Staff Survey.

Include a detailed report on how all the funds ordered in the March 28, 2002 Court Order were spent immediately after this form.

\*\*Include a comprehensive and specific listing of how these funds were spent in the attached report.



DOUG CLARK  
DEAN, FINANCIAL AFFAIRS  
Founders Hall

***Attachment to***

***Title VI Remedial Decree Report***

**Court Ordered Recruitment and Retention FY 2002-2003**

**Category – Other:** Under written agreement under the “Program to Develop Minority Faculty”, Denver Betts was reimbursed \$3,000 toward Doctorial studies at Nova Southeastern University.

**Plans –** Athens State University plans to spend the remainder of the money primarily on salaries in the recruitment of Black faculty and administrative staff. A portion of this money will assist Black faculty and staff in expanding knowledge through educational endeavors.

Attachment by:  
Mike McCoy/Doug Clark, 4/13/04

STATEWIDE MONITORING COMMITTEE  
 TITLE VI REMEDIAL DECREE REPORT  
 RECRUITMENT AND RETENTION  
 OF BLACK FACULTY AND ADMINISTRATIVE STAFF  
 ANNUAL FINANCIAL REPORT

INSTITUTION: ATHENS STATE UNIVERSITY

Amount received Fiscal Year 2002-2003 (Oct 1, 2002-September 30, 2003) \$100,000

Method in which Funds were spent Amount

Recruitment Efforts Black Faculty \$ \_\_\_\_\_

Retention Efforts Black Faculty \$ 3,000

Recruitment Efforts Black Administrative Staff \$ \_\_\_\_\_

Retention Efforts Black Administrative Staff \$ \_\_\_\_\_

Total amount spent Fiscal Year 2002-2003 \$ 3,000

Were any black faculty members recruited and hired using these funds? No If so, how many? \_\_\_\_\_

Were any black administrative staff members recruited and hired using these funds? No If so, how many? \_\_\_\_\_

Please provide the total amount spent of the Court Ordered Recruitment and Retention funds FY 2002-2003 below:

General Recruitment Efforts**	Salary amounts for New Black Faculty Paid with Funds	Salary amounts for New Black Administrative Staff Paid with Funds	Salary amounts for Existing Black Faculty Paid with Funds	Salary amounts for Existing Black Administrative Staff Paid with Funds	Equipment for Black Faculty	Equipment for Black Administrative Staff	Funds for Research support for Black Faculty**	Funds to cover Departmental costs for Travel, Release Time, etc. **	Other**
							\$3,000		\$3,000

**DUE DATE MAY 3, 2004**

Notes:

- 1) This report is not to be completed by Alabama A&M University or Alabama State University.
- 2) This report relates to the Court Order issued March 28, 2002.
- 3) For definitions of employee categories follow instructions for IPEDS 2003 Fall Staff Survey.

Include a detailed report on how all the funds ordered in the March 28, 2002 Court Order were spent immediately after this form.  
 \*\*Include a comprehensive and specific listing of how these funds were spent in the attached report.

**MINORITY RECRUITMENT AND RETENTION COMMITTEE**

TO: Dr. Charles Chapman  
Dean, Academic Affairs

FROM: Dr. Rosemary Hodges  
Dr. Denver A. Betts

DATE: March 12, 2004

SUBJECT: Faculty Minority Development—Sub-Committee Minutes

The sub-committee met with each candidate prior to his or her interview with Dr. Chapman. Dr. Chapman interviewed the candidates to discuss general information and educational background needed to participate in the program. The sub-committee provided copies of each package submitted for the Minority Faculty Development Program. The four candidates interviewed were Debra West, Manuel Wallace, Dionne Washington, and Cheryl Bowman.

Subsequent to the interviews, the sub-committee met to determine final actions that need to be completed prior to gaining full committee acceptance of the candidates. It was determined that official transcripts through the award of the master's degree would be required to complete the selection process. Dr. Hodges agreed to contact the candidates and request they submit the transcripts to Dr. Betts to complete their application. After receipt of the transcripts, the committee would convene to provide formal approval of candidates. The candidates would then be notified and sign the contract pertaining to the program.

Respectfully submitted: Denver A. Betts *DAB*

**MINORITY RECRUITMENT AND RETENTION COMMITTEE**

TO: Dr. Charles Chapman  
Dean, Academic Affairs

FROM: Dr. Rosemary Hodges  
Dr. Denver A. Betts

DATE: March 2, 2004

SUBJECT: Faculty Minority Development—Sub-Committee Minutes

The sub-committee met with Dr. Chapman to discuss the candidates who had provided packages for the Minority Faculty Development Program. There were four candidates whom the sub-committee selected for further processing. The packages are attached. Preliminary interviews had been scheduled and conducted with the applicants prior to sharing their packages with Dr. Chapman. A formal interview with the Academic Dean would be required prior to forwarding the names to the full committee for final decision. The Sub-committee discussed the contractual requirements for participation of the program and the "fitness" of each candidate who applied. Long range plans of the University was discussed to ensure the actions we were considering recommending would align with the University's goals. There was also a discussion concerning funds availability for the program in the future. Dr. Betts mentioned that h would check on the present and future funding to make sure we weren't making empty promises to potential candidates.

The sub-committee determined that the candidates should be scheduled for the formal interview with the academic Dean at his earliest convenience. Dr. Hodges agreed to contact candidates and coordinate the Dean's availability with the interview schedule.

Respectfully submitted: Denver A. Betts. *DAB*

- 4 Attachments
1. Bowman
  2. Wallace
  3. Washington
  4. West

**MINORITY RECRUITMENT AND RETENTION COMMITTEE**

TO: Dr. Charles Chapman  
Dean, Academic Affairs

FROM: Dr. Rosemary Hodges  
Dr. Denver A. Betts

DATE: February 24, 2004

SUBJECT: Faculty Minority Development—Sub-Committee Minutes

Drs. Hodges and Betts met to discuss status of packages received from potential candidates and to screen for admittance to the program. The sub-committee had received three packages to date and was anticipating receipt of a submittal from at least one additional candidate. The sub-committee agreed to maintain an end of February final date for submittal for the initial period of review for this first round of candidate identification. The sub-committee reviewed the packages to ascertain qualifications of candidates. Also discussed ongoing efforts to nominate future candidates.

The sub-committee also discussed potential dates to commence interviews for the potential candidates. We determined that contact would have to be made with each person to set up a date since each one is currently employed. Planned the first week of March 2004 as the desired timeframe to conduct the interviews. Also discussed obtaining a copy of the contract and program guidance to ensure we could provide as much information as possible during the interviews.

Dr. Hodges agreed to contact the potential candidates and set up interview times.

Respectfully submitted: Denver A. Betts *ADB*

- MINORITY RECRUITMENT AND RETENTION COMMITTEE

TO: Dr. Charles Chapman  
Dean, Academic Affairs

FROM: Dr. Rosemary Hodges  
Dr. Denver A. Betts

DATE: February 9, 2004

SUBJECT: Faculty Minority Development—Sub-Committee Minutes

Drs. Hodges and Betts met to discuss potential candidates to screen for admittance to the program. Initial unofficial contact to determine level of interest in the program had been made individually by committee members. Identified five potential candidates who had expressed some interest in the educational opportunity and future employment by Athens State.

The sub-committee decided to solicit an interest package from each candidate containing a cover letter and vitae' expressing their interest in obtaining further information from concerning the opportunity. Set a timetable for the end of February to receive inputs/packages. Also decided to plan to formally interview each candidate prior to forwarding his or her name to the Committee chair for consideration. Initial interviews will be set in early March to facilitate sending names for final consideration.

Respectfully submitted: Denver A. Betts *DA*

STATEWIDE MONITORING COMMITTEE  
TITLE VI REMEDIAL DECREE REPORT

RECRUITMENT AND RETENTION  
OF BLACK FACULTY AND ADMINISTRATIVE STAFF  
ANNUAL COMMITTEE REPORT

INSTITUTION: ATHENS STATE UNIVERSITY

Date Committee Formed: 4-11-02

List dates Committee met during Current Academic Year:  
The full committee did not meet. Please see minutes from  
Sub-Committee and individual meetings.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

COMMITTEE MEMBERS

(Please list the name, race and title of the committee members below)


NAME	RACE	TITLE
Charles Chapman	Asian-American	Dean of Academic Affairs
Denver Betts	African-American	Director of RSA Extension
Rosemary Hodges	African-American	Asst. Prof. of Elementary Ed.
Tim Jones	Caucasian	Prof. of Justice Studies/Pub. Saf
Nate Mitchell	African-American	Asst. Prof. of Physical Educator
Mary Simpson	African-American	Secretary, School of Arts & Scier
Char Smith	Caucasian	Accounting Specialist
Shirley Troupe	African-American	Secretary, Athletics & P.E.
Carolyn Wallace	African-American	Secretary, Admissions

DUE DATE MAY 3, 2003

Notes:

- 1) This report is not to be completed by Alabama A&M University or Alabama State University.
- 2) This report relates to the Court Order issued March 28, 2002.

Include a detailed report of the results of this committee's efforts relating to the March 28, 2002 Court Order immediately after this form. Minutes relating to the activities of the Committee may be included in the report. Please include information on any programs developed by the Committee to assist in the recruitment and retention efforts.



These joint efforts include Job Fairs, National Youth Sports Program; grant opportunities and American Education Week activities. Alabama A&M was invited and did participate in the Athens State Graduate Expo on the Athens State campus. See **Exhibit I**.

3. The "**Articulation Agreement**" between Athens State University and Alabama A&M University is still in effect. The Agreement was entered into during the 1991-92 academic year. See **Exhibit G**.
  
4. **Joint Graduate Level Programs** – although this portion was deleted from the Original Consent Decree, Athens State is still working to establish a partnership masters program in Community College Teaching with Alabama A&M. Content specialties at Athens State will be English, History, Career/Technical Education and Library Media. Content Specialties at Alabama A&M would include Education, Business and two other specialty areas yet to be determined. This envisioned shared program is uniquely oriented to serve Alabama's two-year colleges, and is responsive to obligations under this Consent Decree. The initial program to be offered is in Library Media. In this program Athens State will provide 27 hours of content courses and Alabama A&M will provide 9 hours of methodology. A copy of the draft Notification of Intent to Submit a Proposal (NISP) is shown as **Exhibit H**.
  
5. From 1990-1998 Athens State University and Alabama A&M University manned a **joint booth or suite** at the annual meeting of the Conference of the Alabama College Association. Due to a change in policy at the Conference the two institutions now have separate booths. However, other joint efforts between the two institutions continue to take place.

**CONSENT DECREE REPORTS REGARDING  
ANY FACULTY AND ADMINISTRATION ISSUES**

**Commitments by the Alabama State Board of Education and Athens State University in regard to the Huntsville area:**

**1. Presence of Alabama A&M University at Athens State University – Redstone Arsenal Extension.**

Athens State operates on Redstone Arsenal by invitation from the Director of Personnel and Training. The Memorandum of Understanding between Athens State University and the Director of Personnel and Training stipulates all criteria and procedures for use of space. If Alabama A&M chooses to use space at Redstone, they must negotiate a separate MOU between Alabama A&M and the Director of Personnel and Training. Athens State is not at liberty to offer use of RSA facilities.

**2. Presence of Athens State University at the Alabama A&M University campus.**

Beginning in the Fall Quarter, 1990, Alabama A&M University provided Athens State with classrooms on their campus. Athens State has on several occasions since the fall of 1990, offered classes at Alabama A&M. Currently, Athens State has no classes being taught on the A&M campus.

Birmingham; both are at A.B.D. status. Ms. LaDoris Baugh has taken classes to become certified in Financial Management and Managerial Accounting and has now begun doctoral classes. See **Exhibit F**.

apply for positions as they have become available. Only those with the appropriate degrees and major are contacted. See **Exhibit E** for a list of Feeder Schools. In recent months, Athens State has not received any lists. Perhaps a follow-up letter to each of these schools would be appropriate. Records have been maintained of all formal agreements and of all contracts made.

**D. Program to Develop Minority Faculty**

A program is in place whereby Athens State University provides monetary assistance to persons desiring to earn a terminal degree. The participants receive assistance on a term basis, in an amount not to exceed \$2,000 per quarter, (or \$3,000 per semester) for not more than nine academic quarters (or six semesters). Seven minority faculty members have participated in this program. Three participants of the Minority Faculty Development Program have completed their doctorates. Dr. Rosemary Hodges and Dr. Wanda Hutchinson have completed their degrees and are teaching full-time in our School of Education. Dr. Denver Betts earned his Ed.D. from Nova Southeastern University in February of 2004, and is serving as Assistant to the Dean of Academic Affairs (Redstone Arsenal Extension). Mr. Nate Mitchell is enrolled at Middle Tennessee State University, and has completed requirements for his Ed.S. and is continuing to work toward a doctorate in Physical Education. Ms. Teresa Terrell is enrolled at Vanderbilt University and Ms. Andryna Kuzmicic is enrolled at the University of Alabama in

Education Board (SREB). However, upon further investigation we learned that SREB offers a Doctoral Scholars Program much like our Minority Faculty Development Program. Students in the SREB program have access to an on-line job list. The Chronicle of Higher Education and The Affirmative Action Register are Job Search Site Links for the Doctoral Scholars Program. **(Exhibit D)** Athens State advertises positions in both these publications.

3. An informational brochure was developed in 1991 to be used to attract blacks for faculty and administrative positions.

**B. Designation of a Hiring Coordinator**

Ms. Gayle (Romine) Davis was the initial hiring coordinator when Athens State entered into the Consent Decree in 1990. She later became Administrative Assistant to the President and relinquished the hiring coordinator duties to Dr. Carl Witty, Dean of Institutional Advancement. Upon Dr. Witty's retirement in September 1996, Ms. Davis re-assumed the duties as hiring coordinator and works in conjunction with the Human Resources Specialist.

**C. Feeder Program**

This year (2003-2004) marks the thirteenth year that Athens State University has been involved in the "Feeder" program. "Feeder" schools have provided lists of graduates who have then been contacted by Athens State and invited to

**NARRATIVE REPORT ON "OTHER RACE"  
FACULTY AND ADMINISTRATION RECRUITMENT**

**A. Informational and Recruiting Activities**

1. Since May 1, 2003, Athens State University has filled one (1) administrative position (Dean of Academic Affairs) and two (2) full-time staff positions (Coordinator of University Centers and a Night Custodian).

The Dean of Academic Affairs vacancy was advertised in The Chronicle of Higher Education, Affirmative Action Register, in local papers and on the University Web Page. A copy of the vacancy notice was also mailed to all two and four-year colleges and universities in Alabama, as well as other state agencies (i.e. North Alabama Skills Center, State Employment Office, etc.), and to "Feeder" program candidates, as appropriate.

**(Exhibit A)** Staff positions were advertised in local papers and on the Web Page. A list of all respondents, copies of vacancy notices and advertisements are attached as **Exhibit B**.

Presently, we have twenty (20) full-time positions being advertised, and positions for adjuncts in some areas. **(Exhibit C)**

2. In a FAX received on April 17, 1996, the University was informed that the Faculty Data Bank was no longer available through the Southern Regional

**STATEWIDE MONITORING COMMITTEE  
TITLE VI REMEDIAL DECREE REPORT**

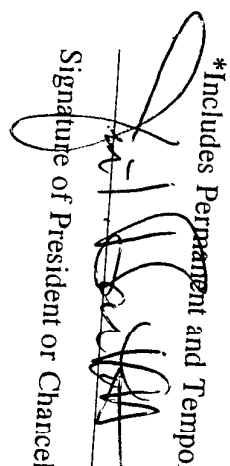
**FALL STAFF SURVEY 2003**

INSTITUTION: ATHENS STATE UNIVERSITY

**NUMBER OF PERSONS EMPLOYED  
BY RACE AND PAYROLL STATUS\***

	FULL-TIME				PART-TIME				TOTAL ALL
	NON-HISPANIC BLACK	NON-HISPANIC WHITE	OTHER	TOTAL	NON-HISPANIC BLACK	NON-HISPANIC WHITE	OTHER	TOTAL	
** 1	3	1	5	0	0	0	0	5	
6	59	0	65	16	157	4	177	242	

\*\* See "Response of Athens State University to the "Knight-Sims Plaintiffs" Motion for Enforcement of 1991 Remedial Decree Provisions Requiring Elimination of Vestiges of Segregation in HWT Faculties and Administrations"

\*Includes Permanent and Temporary Employees  
  
 Signature of President or Chancellor

Date 4/5/04

Note: For definitions of employee categories follow instructions for IPEDS 2003 Fall Staff Survey.  
**DUE DATE May 3, 2004**

