
LSU BOARD OF SUPERVISORS MEETING

Lod Cook Alumni Center

3838 W Lakeshore Dr, Baton Rouge, LA 70808

Thursday, May 6, 2021 | Time: 8:30 a.m. CT

- I. Call to Order and Roll Call
- II. Invocation and Pledge of Allegiance
- III. Public Comment
- IV. Academic & Research Committees
 - A. Recommendation to Approve the Conferral of Degrees for Calendar Year 2021 Commencement Exercises
 - B. Request from LSU Alexandria to Establish the Undergraduate Certificate in Criminal Justice
 - C. Request from LSU Health Sciences Center New Orleans to Establish the Daniel W. Nuss, MD Endowed Chair in Skull Base Surgery
- V. Athletics Committee
 - A. Request from LSU Athletics to Approve the Term Sheet with Kim Mulkey as LSU Head Women's Basketball Coach
 - B. Request from LSU Athletics to Approve a Contract Amendment for Robert L. "Mickey" Joseph, Jr., Assistant Head Football Coach
 - C. Request from LSU Athletics to Amend the Athletics Ticket, Parking, and Tradition Fund Policy
- VI. Reconvene Board Meeting
- VII. Approval of Committee Actions
- VIII. Personnel Actions
- IX. Statement of Disapproval
- X. Executive Search

The Board may enter into Executive Session in accordance with the provisions of LA R.S. 42:17

 - A. Overview and Policy Related to Executive Searches
 - B. Interview with James Henderson
 - C. Interview with Kelvin Droegemeier
 - D. Interview with William Tate
 - E. Deliberations on Candidates and Selection
- XI. Adjournment



Board of Supervisors

ACADEMIC & RESEARCH COMMITTEE

BOARD OF SUPERVISORS MEETING | MAY 6, 2021



Board of Supervisors

Recommendation to Approve Conferral of Degrees for CY 2021 Commencement Exercises

Date: May 6, 2021

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph A of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- A. Any matter having a significant or long-term impact, directly or indirectly, on the finances or the academic, educational, research, and service missions of the University or any of its campuses.

2. Summary of Matter

The campuses of LSU are seeking approval of degrees to be conferred on candidates meeting degree requirements for commencement exercises whether they be virtual or on campus for the entire 2021 calendar year.

This request provides flexibility for campuses to book venues, ensure capacity and safety concerns, and select vendors. Due to the recent pandemic and the fluidity in state event guidelines, this flexibility is needed in order to provide safe and compliant commencement activities for all campuses.

3. Business Plan

Not applicable

4. Fiscal Impact

Not applicable

5. Description of Competitive Process

Not applicable

6. Review of Legal Documents

Not applicable

7. Parties of Interest

Not applicable

8. Related Transactions

Not applicable

9. Conflicts of Interest

Not applicable

10. Attachments

Not applicable

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the degrees to be conferred on candidates meeting degree requirements for graduation from the campuses of the University during commencement exercises in CY 2021.



Board of Supervisors

Request from LSU Alexandria to Establish an Undergraduate Certificate in Criminal Justice

Date: May 6, 2021

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph A of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- I. Any new academic degree program

2. Summary of Matter

LSU Alexandria is requesting approval to establish an Undergraduate Certificate in Criminal Justice. This certificate will provide a pathway for 1) individuals who are already working in the criminal justice system and who wish to earn a post-secondary credential so that they can advance in their career and 2) high school graduates who are not yet ready to enroll in an associate or baccalaureate-level program but who wish to acquire the basic knowledge and skills that would help them obtain work in the criminal justice system. Students who complete the certificate program and who subsequently wish to enroll in LSUA's Bachelor of Science in Criminal Justice will be able to apply their 18 hours of Criminal Justice credits to the baccalaureate program.

LSU Alexandria hopes to contribute to the Board of Regents' efforts to increase affordable and accessible post-secondary higher education options for the citizens of the state. The university also considers the undergraduate certificate could potentially serve as a pipeline to its Bachelor of Science in Criminal Justice, a program that already enjoys very healthy enrollment and strong graduation rates. Currently, no higher education institution in the state offers undergraduate certificates in criminal justice, so the potential for enrollment in the proposed program is significant. The program will be offered both online via LSU Online and on campus.

Graduates with a criminal justice certificate can work as correctional officers and bailiffs, police officers and security professionals, and detectives and investigators. When combined with relevant degrees and work experience, certificates in criminal justice can lead to advanced, in-demand roles. According to the Bureau of Labor Statistics (BLS), careers for criminal justice graduates, such as forensic science technician and emergency management director, boast projected job growth rates of 14% and 5%, respectively, from 2018-2028.

LSUA's Department of Criminal Justice often receives inquiries from individuals who aspire to work in the criminal justice system (or who are already working in it) about opportunities to earn higher education credentials other than associate or bachelor's degrees. Such individuals are typically interested in programs that they can complete within 12 to 18 months, that will allow them to acquire the knowledge and skills they need to be successful in their careers, and that will enhance their eligibility for higher-level positions in those careers. Projected enrollment is 15 students in Year 1, increasing to 35 students in Year 5.

3. Review of Business Plan

The courses required by the Undergraduate Certificate in Criminal Justice are already offered on a regular basis on the LSUA course schedule and are taught by current full-time Criminal Justice faculty. No additional facilities, equipment, or library resources will be required. The certificate program will be housed in and administered by the Department of Criminal Justice.

4. Fiscal Impact

As no new costs are associated with this certificate program, the university will only witness additional revenue. The university anticipates \$51,989 additional revenue in Year 1 and \$103,979 by Year 4.

5. Description of Competitive Process

Not Applicable

6. Review of Legal Documents

Not Applicable

7. Parties of Interest

Not Applicable

8. Related Transactions

Not Applicable

9. Conflicts of Interest

Not Applicable

10. Attachments

Not Applicable

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU Alexandria to establish the Undergraduate Certificate in Criminal Justice.



Board of Supervisors

Request from LSU Health Sciences Center – New Orleans to Establish the Daniel W. Nuss, MD Endowed Chair in Skull Base Surgery

Date: May 6, 2021

1. Bylaw Citation

Pursuant to Article VII, Section 1, Paragraph A of the Bylaws of the Louisiana State University Board of Supervisors, this matter is a significant board matter.

- A. Any matter having a significant or long-term impact, directly or indirectly, on the finances or the academic, educational, research, and service missions of the University or any of its campuses.

2. Summary of Matter

Modeled after the Louisiana Endowment Trust Fund for Eminent Scholars, which was created by statute during the 1983 Regular Session of the Louisiana Legislature and repealed during the 2001 Regular Session of the Louisiana Legislature, the Board of Regents Support Fund (BoRSF) Endowed Chairs program first awarded chairs under the aegis of the Support Fund in the spring of 1987. All chairs were endowed at \$1 million: \$600,000 in non-State funds, with a \$400,000 match from the Support Fund. Significant donations have been made to the LSU Foundation to establish the following endowed chair that qualifies for BoRSF matching funds:

- Daniel W. Nuss, MD Chair in Skull Base Surgery -\$700,000.00

The Daniel W. Nuss, MD Chair in Skull Base Surgery Fund for the LSU Health Department of Otolaryngology advances interdisciplinary education in skull base diseases and treatments. It also funds research and innovation in the further study of surgical anatomy, microsurgical and endoscopic techniques, reconstruction and rehabilitation of cranial nerve paralysis, facial deformities and deficits that are the frequent consequence of skull base diseases.

3. Business Plan

Not applicable

4. Fiscal Impact

Not applicable

5. Description of Competitive Process

The donor agreements are on file at the LSU Foundation.

6. Review of Legal Documents

Not applicable

7. Parties of Interest

Not applicable

8. Related Transactions

Not applicable

9. Conflicts of Interest

Not applicable

10. Attachments

Not applicable

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the request from LSU Health Sciences Center - New Orleans to establish the following Endowed Chair:

- a) Daniel W. Nuss, MD Chair in Skull Base Surgery

BE IT FURTHER RESOLVED that the Chairman of the Board of Supervisors and/or the President, as may be appropriate, are hereby authorized and directed to execute any documents required to obtain the matching gift and otherwise complete the establishment of the following Endowed Chair at LSU Health Sciences Center - New Orleans:

- a) Daniel W. Nuss, MD Chair in Skull Base Surgery



Board of Supervisors

ATHLETICS COMMITTEE

BOARD OF SUPERVISORS MEETING | MAY 6, 2021



Board of Supervisors

Request from LSU A&M to Approve Term Sheet for Head Coach for Women’s Basketball

Date: May 6, 2021

1. Bylaw Citation

Pursuant to Article VII, Section 1

K.3. Appointments and all other personnel actions relating to Head Coaches and Athletic Directors

2. Summary of Matter

This resolution seeks approval of the term sheet with Kimberly Mulkey. The key terms of the term sheet are summarized below:

Name	Title	Term		Total Certain Compensation ^a
		Proposed Start Date	Proposed End Date	Proposed
Kimberly Mulkey	Head Coach – Women’s Basketball	6/1/2021	6/30/2029	\$2,505,000

Notes:

- (a) Total Certain Compensation includes all compensation which the coach is contractually guaranteed to receive in the first year of the contract. It does not include the value of any fringe benefits, such as car and cell phone allowances, nor any one-time amounts, such as contract buy-outs or relocation allowances.

3. Review of Business Plan

N/A

4. Fiscal Impact

The Athletic Department currently expects that all funds relating to this employment contract will be paid from revenues generated by the Athletic Department. While authorized by the contract, it is not expected that any foundation dollars will be needed to provide for any of the supplemental compensation. No state general fund or tuition dollars are used.

5. Description of Competitive Process

N/A

6. Review of Legal Documents

The Office of General Counsel has reviewed the term sheet.

7. Parties of Interest

LSU and the above named Head Coach

8. Related Transactions

N/A

9. Conflicts of Interest

None known

10. Attachments

1. Term Sheet: Kimberly Mulkey, Head Coach

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College does hereby approve the term sheet for Kimberly Mulkey, and authorizes the President, or his designee, to continue negotiations toward a final contract to be approved by the Board of Supervisors.

TERM SHEET BETWEEN
LOUISIANA STATE UNIVERSITY AND KIMBERLY MULKEY

Position: Head Coach for Women's Basketball at LSU
Reporting: Coach shall report directly to Scott Woodward, Athletics Director
Term: Effective no later than June 1, 2021 and ending June 30, 2029

Compensation: (annual rates; pro-rated for partial years)

- Base Salary: \$ 400,000
- Supplemental Compensation:
 - Through June 30, 2022: \$2,045,000
 - July 1, 2022 through June 30, 2023: \$2,120,000
 - July 1, 2023 through June 30, 2024: \$2,195,000
 - July 1, 2024 through June 30, 2025: \$2,300,000
 - July 1, 2025 through June 30, 2026: \$2,345,000
 - July 1, 2026 through June 30, 2027: \$2,647,000
 - July 1, 2027 through June 30, 2028: \$2,727,000
 - July 1, 2028 through June 30, 2029: \$2,902,000
- Additional Sponsor-Related Compensation: \$ 60,000

Incentives:¹

- Southeastern Conference:
 - SEC Regular Season Champion \$ 65,000 AND
 - SEC Tournament Championship \$ 35,000
- NCAA Tournament Appearance:
 - First Round \$ 28,000 AND
 - Round of 32 \$ 30,000 AND
 - Sweet 16 \$ 33,000² AND
 - Elite 8 \$ 38,000 AND
 - Final Four \$ 50,000³ AND
 - National Championship Game \$ 75,000⁴ AND
 - NCAA Tournament Champion \$150,000
- Coach of the Year:
 - Southeastern Conference Coach of the Year \$ 10,000
 - National Coach of the Year \$ 15,000
- Top 25 Finish:
 - Final Ranking 11-25 \$ 25,000 Or

¹ Additional performance-based incentives to be negotiated.

² Plus additional \$5,000 sponsor-related incentive bonus payable if team does not advance to the Final Four or

³ Plus additional \$15,000 sponsor-related incentive bonus payable if the team does not advance to National Championship or

⁴ Plus additional \$30,000 sponsor-related incentive bonus.

- Final Ranking 1-10 \$30,000
- Academic Incentive Compensation:
 - Multi-Year Academic Progress Rate in Top 10 Percentile \$ 13,000
 - Multi-Year Academic Progress Rate in Top 11-40 Percentile \$ 9,000
- Other Special Incentives (paid by LSU or an affiliated foundation):
 - A courtesy vehicle, if available, or vehicle allowance in the amount of \$1,000 per month
 - Moving Expenses in accordance with University policy and state law along with a \$5,000 moving allowance to cover incidentals and other costs associated with moving and, if necessary, up to 90 days temporary housing at a location selected by the Athletic Department
 - Mobile phone and service
 - University Club membership, if desired
 - 16 Women's Basketball tickets per game
 - \$80,000 per year allowance for personal travel (payable in January beginning in 2022)
 - Negotiation and buy out of existing employment agreement

Termination without Cause by University: If LSU terminates the employment of Coach without cause, LSU will pay to Coach the following based on the date of the notice of termination:

- From effective date to June 30, 2022: \$2,500,000
- After July 1, 2022: \$2,000,000

Any payments due to Coach may be paid in equal monthly installments over the course of the remaining Term.

Termination for Cause by University: If LSU terminates the employment of Coach for cause, LSU shall have no obligation to Coach to pay any further amounts beyond the end of the month in which Coach is terminated.

Termination by Coach: If Coach terminates the employment at any time, Coach will pay to LSU as liquidated damages the amount of \$2,000,000, payable in a lump sum within 30 days of termination.

Miscellaneous: THIS AGREEMENT IS CONTINGENT UPON A SATISFACTORY BACKGROUND CHECK AND APPROVAL BY THE LSU BOARD OF SUPERVISORS. The Agreement shall be enforced and construed in accordance with the laws of Louisiana. Any civil action to enforce this Agreement shall be brought in a state or federal court having subject matter and personal jurisdiction over the parties that is domiciled in East Baton Rouge Parish, Louisiana. The parties intend to negotiate diligently and in good faith and to prepare and execute a formal long-form contract that more fully states the terms of their agreement, which, once executed, will supersede the terms of this Term Sheet, but unless and until that occurs, this Term Sheet remains in full force and effect.

ACCEPTED AND AGREED:



Scott Woodward
On behalf of Louisiana State University

4.26.21

Date



Kimberly Mulkey

4/26/21

Date



Board of Supervisors

Request from LSU A&M to Approve a Contract Amendment for Robert L. “Mickey” Joseph, Jr., Assistant Head Football Coach

To: Members of the Board of Supervisors

Date: May 6, 2021

1. Bylaw Citation

Pursuant to Article VII, Section 1:

K. Matters Related to Personnel

4. Appointments and all other personnel actions relating to Coaches other than Head Coaches with a salary of \$250,000 or above.

2. Summary of the Matter

This resolution seeks approval of the proposed contract amendment to the employment contract for Robert L. “Mickey” Joseph, Jr.

<u>Name</u>	<u>Title</u>	<u>Effective Dates of Proposed Change</u>		<u>Total Certain Compensation^a</u>	
		<u>Start</u>	<u>End</u>	<u>Current</u>	<u>Proposed</u>
Robert L. “Mickey” Joseph, Jr.	Assistant Head Football Coach	5/1/2021	3/31/2023	\$400,000	\$500,000 ^b

Notes:

(a) Total Certain Compensation includes all compensation that is contractually guaranteed to be received annually. It does not include the value of any fringe benefits, such as car and cell phone allowances, nor any one-time amounts, such as contract buy-outs or relocation allowances.

(b) Media Participation. Beginning on the Effective Date, and while employed under this Agreement, Employee will earn and receive Supplemental Compensation in the following amount each year of this Agreement in annualized amounts payable in 12 equal monthly installments on LSU’s regular monthly payroll date and pro-rated appropriately for partial years and months:

Effective date through March 31, 2022:	\$100,000
April 1, 2022 through End Date:	\$150,000

This compensation to Employee is for being available for, appearing on or participating in, as requested, University sanctioned television, radio and internet programming concerning LSU and the Team.



Board of Supervisors

3. Review of Business Plan

Not applicable.

4. Fiscal Impact

The Athletic Department currently expects that all funds relating to this employment contract will be paid from revenues generated by the Athletic Department. While authorized by the contract, it is not expected that any foundation dollars will be needed to provide for any of the supplemental compensation. No state general fund or tuition dollars are used.

5. Description of Competitive Process

N/A

6. Review of Documents Related to Referenced Matter

The Office of General Counsel has reviewed the proposed contract amendments.

7. Parties of Interest

LSU and Robert L. "Mickey" Joseph, Jr.

8. Related Transactions

None.

9. Conflicts of Interest

None.

10. Attachments

- I. Memorandum of Agreements for Robert L. "Mickey" Joseph, Jr.

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College authorizes the President, or his designee, to execute the contract amendments with Robert L. "Mickey" Joseph, Jr. as described in this item, and to include in such amendments any terms and conditions as he, in consultation with the General Counsel, deems to be in the best interests of LSU.

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

This Second Amendment to Employment Agreement (“Second Amendment”) is made and entered into as of this 1st day of May, 2021 (“Effective Date”), by and between the Board of Supervisors of Louisiana State University and Agricultural and Mechanical College (“LSU”), a body corporate existing under the Constitution and laws of the State of Louisiana, herein represented by Thomas C. Galligan, Jr., its duly authorized Interim President, and Robert L. “Mickey” Joseph, Jr. (“Employee”):

WHEREAS, LSU and Employee are parties to that certain Employment Agreement (“Employment Agreement”) dated April 1, 2020, which provides the terms of the Employee’s employment as an Assistant Head Football Coach for the LSU Football Team, and which Employment Agreement expires March 31, 2022;

WHEREAS, LSU and Employee are parties to that certain Amendment to Employment Agreement (“Amended Agreement”) dated December 1, 2020, amending certain terms of the Employment Agreement;

WHEREAS, LSU and Employee desire to further amend certain provisions of the Employment Agreement pursuant to the terms herein;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties agree as follows:

1. **Term.** The definition of “End Date” in Section 1(F) of the Employment Agreement is deleted. “End Date” is hereby defined as March 31, 2023.

2. **Supplemental Compensation.** The following provision is hereby added as Schedule A, Section 2(B):

“B. **Media Participation.** Beginning on the Effective Date, and while employed under this Agreement, Employee will earn and receive Supplemental Compensation in the following amount each year of this Agreement in annualized amounts payable in 12 equal monthly installments on LSU’s regular monthly payroll date and pro-rated appropriately for partial years and months:

Effective date through March 31, 2022: \$100,000

April 1, 2022 through End Date: \$150,000

This compensation to Employee is for being available for, appearing on or participating in, as requested, University sanctioned television, radio and internet programming concerning LSU and the Team.”

3. **No Further Amendment.** Except as set forth in the Amended Agreement and this Second Amendment, the Employment Agreement shall remain binding and in full force and effect. From and after the date of this Amendment, all references to the term “Agreement” in this

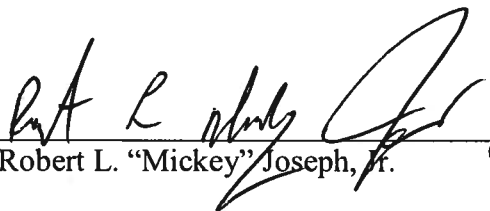
Amendment or the original Agreement shall include the terms contained in this Second Amendment.

SIGNATURES ON FOLLOWING PAGE

IN WITNESS WHEREOF, the parties have executed this Second Amendment to Employment Agreement on the day and year first set forth above.

BOARD OF SUPERVISORS OF LOUISIANA
STATE UNIVERSITY AND AGRICULTURAL
AND MECHANICAL COLLEGE

By: _____
Thomas C. Galligan Jr. Date
Interim President
Louisiana State University and
Agricultural and Mechanical College

 _____ 5-3-21
Robert L. "Mickey" Joseph, Jr. Date



Board of Supervisors

Request from LSU Athletics to Amend Athletics Ticket, Parking, and Tradition Fund Policy

Date: May 6, 2021

1. Bylaw Citation

Pursuant to Article VII, Section 1.L

L. Other Significant Matters

Such other matters that are not expressly delegated herein or hereafter by the Board to the President or a Chancellor and which reasonably should be considered to require Board approval as generally defined above, or which the Board hereafter determines to require Board approval.

2. Summary of Matter

The LSU Athletics Department is proposing amending a portion of the Athletics Ticket, Parking, and Tradition Fund Policy to adjust prices for LSU Women's Basketball for the FY22 season, and to authorize a four-year plan to phase in the ticket price increase for current season ticket holders.

The University proposes amending Schedule B of the current LSU Athletics Ticket, Parking, and Tradition Fund Policy to include the following changes:

- 1) Designates additional levels of season tickets, including a new 'Courtside' level; and
- 2) Establishes season ticket prices for the 2021-22 season, including Tradition Fund levels.

Where the new ticket pricing schedule results in changes for existing season ticket holders, Athletics is proposing a phase-in of the pricing changes.

3. Review of Business Plan

N/A

4. Fiscal Impact

Total Revenue generation could range as high as \$1.7 million in FY22 with sell-out crowds.

5. Description of Competitive Process

None.

6. Review of Legal Documents

None.

7. Parties of Interest

LSU Athletics

Women's basketball season ticket holders

8. Related Transactions

None.

9. Conflicts of Interest

None.

10. Attachment

Attachment I: Schedule B – Women's Basketball Pricing

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED the Board of Supervisors of Louisiana State University and Agricultural & Mechanical College (the "Board") does hereby approve the amendment to the LSU Athletic Ticket, Parking, and Tradition Fund Policy pertaining Schedule B for LSU Women's Basketball season ticket pricing as presented on May 6, 2021; and

BE IT FURTHER RESOLVED, the Board authorizes the LSU Athletics Department to phase-in the pricing changes through FY2025 for those who purchased 2020-21 Women's Basketball season tickets.

SCHEDULE B WOMEN'S BASKETBALL PRICING

Applicable to the 2021-22 Season and Thereafter



2021-2022 WOMEN'S BASKETBALL
TRADITION FUND SEATING CHART

Personnel Actions Requiring Board Approval
per PM-69

May 6, 2021

Personnel Actions Requiring Board Approval per PM-69
May 6, 2021

LSU A&M

Appointment/Change in Title

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Base Salary</u>
Thomas Galligan	LSU President ¹	1/1/2020 ¹	\$280,706 ¹

LSU Shreveport

Appointment/Change in Title

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>Base Salary</u>
David Lewis	Acting Chancellor LSUHSC-Shreveport	4/13/2021	\$274,602 ²

1. The designation of Interim will be removed retroactively effective 1/1/2020 for Thomas Galligan. He currently receives an Interim/Acting Allowance of \$314,294 per year.
2. David Lewis will receive an Interim/Acting allowance of \$200,000 per year. He will also receive a clinical supplement of \$250,004 per year and an administrative supplement of \$519,016 per year for serving as Dean and Chief Medical Officer.