AGENDA
FINANCE COMMITTEE
BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM
1:15 p.m., Thursday, August 22, 2014**
Claiborne Building Conference Center
Room 136A-B, “Thomas Jefferson Room”
1201 North Third Street
Baton Rouge, Louisiana

MEMBERS:
Mr. Winfred Sibille, Chair
Mr. Carl Shetler, Vice Chair
Mr. Edward Crawford III
Mr. David Guidry
Mr. D. Wayne Parker
Mr. Mark Romero
Mr. Robert Shreve

A. Call to Order
B. Roll Call
C. Approval of Finance Committee Minutes of June 27, 2014
D. Consent Agenda:

<table>
<thead>
<tr>
<th>Board Agenda Item G.1.</th>
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<tbody>
<tr>
<td><strong>Grambling State University</strong>’s request for approval to appoint Mrs. Patricia Bibbs as Interim Athletic Director effective July 2, 2014.</td>
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<td><strong>Grambling State University</strong>’s request for approval to appoint Dr. Janet Guyden as Interim Provost/Vice President for Academic Affairs effective July 2, 2014.</td>
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<th>Board Agenda Item G.3.</th>
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<td><strong>Grambling State University</strong>’s request for approval to appoint Mr. Damon Wade as Vice President for Institutional Effectiveness and Enrollment Management effective August 11, 2014.</td>
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<td>Board Agenda Item G.4.</td>
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<tr>
<td>Grambling State University’s request for approval to appoint Mr. John Rosenthal as Interim Vice President for Research, Advancement, and Economic Development effective July 22, 2014.</td>
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<th>Board Agenda Item G.5.</th>
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<tr>
<td>Louisiana Tech University’s request for approval of a contract with Mr. Ross Tyler Summitt, Women’s Basketball Head Coach, effective April 1, 2014.</td>
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<tr>
<th>Board Agenda Item G.9.</th>
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<tr>
<td>Northwestern State University’s request for approval of a contract with Mr. Lane Burroughs, Head Baseball Coach, effective July 1, 2014.</td>
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<th>Board Agenda Item G.10.</th>
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<tr>
<td>Northwestern State University’s request for approval of an amendment to a contract with Mr. Donald Pickett, Head Softball Coach, effective August 22, 2014.</td>
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<th>Board Agenda Item G.11.</th>
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<tr>
<td>Southeastern Louisiana University’s request for approval of a contract with Mr. Jason Hayes, Head Women’s Tennis Coach, effective June 1, 2014.</td>
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<tr>
<td>Southeastern Louisiana University’s request for approval of a contract with Mr. Clyde “Pete” Langlois, Head Softball Coach, effective June 1, 2014.</td>
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<td>University of Louisiana at Lafayette’s request for approval to appoint Dr. Mary J. Farmer-Kaiser as Acting Dean of the Graduate School effective July 1, 2014.</td>
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<td>University of Louisiana at Lafayette’s request for approval to split the SLEMCO/LEQSF Professorship in Art and Architecture into The SLEMCO/LEQSF Professorship in Art &amp; Architecture I and The SLEMCO/LEQSF Professorship in Art &amp; Architecture II.</td>
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</table>
Board Agenda Item G.15.

University of Louisiana at Lafayette’s request for approval to split the SLEMCO/LEQSF Professorship in Nursing III into The SLEMCO/LEQSF Professorship in Nursing III and The SLEMCO/LEQSF Professorship in Nursing IV.

Board Agenda Item G.16.

University of Louisiana at Lafayette’s request for approval of a contract with Mr. Jay Johnson, Assistant Football Coach/Offensive Coordinator, effective June 1, 2014.

Board Agenda Item G.17.

University of Louisiana at Lafayette’s request for approval of a contract with Mr. Mitch Rodrigue, Assistant Football Coach/Offensive Line, effective June 1, 2014.

Board Agenda Item G.18.

University of Louisiana at Monroe’s request for approval to merge the NE Chapter of the Associated General Contractors of America Endowed Professorship A and the NE Chapter of the Associated General Contractors of America Endowed Professorship B to create the NE Chapter of the Associated General Contractors of America Endowed Professorship in Construction Management, a super professorship.

Board Agenda Item G.19.

University of Louisiana at Monroe’s request for approval to appoint Mrs. Pamela Jackson as Dean of Students and Title IX Coordinator for Student Affairs effective July 1, 2014.

Board Agenda Item G.20.

University of Louisiana at Monroe’s request for approval of a contract with Mr. Jerry McManus, Assistant Football Coach, effective July 1, 2014.

Board Agenda Item G.21.

University of Louisiana at Monroe’s request for approval of a contract with Mr. John Mumford, Assistant Football Coach, effective July 1, 2014.

Board Agenda Item G.22.

University of Louisiana at Monroe’s request for approval of a contract with Mr. Bryan Applewhite, Assistant Football Coach, effective July 1, 2014.
Board Agenda Item G.23.

University of Louisiana at Monroe’s request for approval of a contract with Mr. Adam Waugh, Assistant Football Coach, effective July 1, 2014.

Board Agenda Item G.24.

University of Louisiana at Monroe’s request for approval of a contract with Mr. Jason Nichols, Assistant Football Coach, effective July 1, 2014.

Board Agenda Item G.25.

University of Louisiana at Monroe’s request for approval of a contract with Mr. Travis Niekamp, Assistant Football Coach, effective July 1, 2014.

Board Agenda Item G.26.

University of Louisiana at Monroe’s request for approval of a contract with Mr. Mario Price, Assistant Football Coach, effective July 1, 2014.

Board Agenda Item G.27.

University of New Orleans’ request for approval of an amendment to a contract with Mr. Ronald Maestri, Head Baseball Coach, effective July 1, 2014.

Board Agenda Item G.28.

University of Louisiana System’s request for acceptance of Fiscal Year 2013-14 Financial and Compliance and Federal Award Programs Representation Letters for:

a. Grambling State University
b. Louisiana Tech University
c. McNeese State University
d. Northwestern State University
e. Southeastern Louisiana University
f. University of Louisiana at Lafayette
g. University of Louisiana at Monroe
h. University of New Orleans
i. University of Louisiana System
E. Discussion/Action:

**Board Agenda Item G.6.**

**Nicholls State University**’s request for approval to enter into a Cooperative Endeavor Agreement with Hospital Service District No. 3, Parish of Lafourche, State of Louisiana, DBA Thibodaux Regional Medical Center to provide athletic training services.

**Board Agenda Item G.7.**

**Northwestern State University**’s request for approval to implement a contract rate for Fort Polk students.

**Board Agenda Item G.8.**

**Northwestern State University**’s request for approval to implement a contract rate for Barksdale Air Force Base students.

**Board Agenda Item G.29.**

**University of Louisiana System**’s request for approval of Fiscal Year 2014-15 Operating Budgets, including organizational charts, undergraduate/graduate mandatory attendance fees, scholarships, and System Shared Costs.

F. Other Business

G. Adjournment
Consent Agenda Items
Item G.1. Grambling State University’s request for approval to appoint Mrs. Patricia Bibbs as Interim Athletic Director effective July 2, 2014.

EXECUTIVE SUMMARY

The University requests approval to appoint Mrs. Patricia Bibbs as Interim Athletic Director effective July 2, 2014, at an annual salary of $135,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University’s request for approval to appoint Mrs. Patricia Bibbs as Interim Athletic Director effective July 2, 2014.
MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE UNIVERSITY OF LOUISIANA SYSTEM

SUBJECT: REQUEST FOR APPROVAL TO APPOINT AN INTERIM ATHLETIC DIRECTOR

Grambling State University hereby requests approval to appoint Mrs. Patricia Bibbs as Interim Athletic Director, effective July 2, 2014, at an annual salary of $135,000.00. Her vita is attached.

Your favorable consideration of this request is appreciated.

Sincerely,

[Signature]

Cynthia Warrick, Ph.D.
Interim President

CW: jj
Attachment
EXPERIENCE

Head Women's Basketball Coach
Grambling State University
Grambling, LA
May 2012-Present

Head Women’s Basketball Coach
North Carolina A&T State University
Greensboro, North Carolina
April 2005 – April 2012

Head Women's Basketball Coach
Hampton University, Hampton, Virginia
April 1997 to August 2004

Assistant Athletic Director
Senior Women's Administrator
Grambling State University, Grambling, Louisiana
August 1991 to April 1997

Senior Women's Administrator
Head Women's Basketball Coach
Grambling State University, Grambling, Louisiana
August 1984 to April 1997

Assistant Women's Basketball Coach
Head Women’s Softball Coach
Grambling State University, Grambling, Louisiana
July 1983 to September 1984

Head Girl's Basketball & Softball Coach
Dubach High School, Dubach, Louisiana
August 1977 to June 1983
**Health and Physical Education Instructor**  
*I. A. Lewis & Hillcrest Elementary Schools*  
*Ruston, Louisiana*  
*August 1976 to August 1977*

**Health and Physical Education Instructor**  
**Head Girl's Basketball Coach**  
*Ruston High School, Ruston, Louisiana*  
*August 1973 to August 1974*

**SUMMARY OF QUALIFICATIONS**

Highly professional coach and athletic administrator who has demonstrated continuous growth, achievements, and impressive leadership within the sports industry. Solid insight with the ability to ascertain and analyze needs, establish goals, and envision new concepts. Excellent communication and interpersonal skills serve as my foundation for effectively obtaining and maintaining professional relationships with faculty, staff members, other coaches, student athletes, student body and the community.

Athletic administration skills include, but not limited to:
- Academic Standards
- Recruiting
- Budgeting
- Scheduling
- Public Relations
- Travel Planning

**EDUCATION**

**Grambling State University**  
*Grambling, Louisiana*

And

**Louisiana Tech University**  
*Ruston, Louisiana*

**24 hours towards plus 30**

**Grambling State University**  
*Grambling, Louisiana*

**M.S. Sports Administration 1977**

**Michigan State University**  
*East Lansing, Michigan*

**Internship 1977**

**Grambling State University**  
*Grambling, Louisiana*

**B.S. Health and Physical Education**
ORGANIZATIONS

American Association of University Women
NCAA Council Member (1987)

Women's Basketball Coaches Association
Black Coaches Association

Zeta Phi Beta Sorority

Life Member of Grambling State University
National Alumni Association

St. Rest Baptist Church
Choudrant, Louisiana

AWARDS

2012  Became the 51st NCAA Division I Head Coach to Join the 500 Victory Club
First Head Coach to win all 500 Games at a NCAA DI
Historically Black University
Coached the 6th Player at NCAT to reach the 1000 Career Points
Player to reach the 100 assist mark

2011  With 486 Division I Victories, in position to be a member of only 30 coaches in the 500 Victory Club of the NCAA Women’s Basketball
Coached the 5th Player at NCA&T to reach her 1000 Career Points

2010  Grambling Legends Sports Hall of Fame Inductee
Heritage Sports Radio Network Coach of the Year
First Coach in HBCU History to win two games in a postseason
NCAA Division I Basketball Tournament

2009  Mid-Eastern Athletic Conference Coach of the Year
YMCA Empowerment Recipient
Black Women in Sports Foundation Honoree
Coached Three Players on the same team to reach the 1000 Career Points

2008  Mid-Eastern Athletic Conference Coach of the Year
38th Active Division I Women’s Coach to join the 400 Victory Club
2005  Player to reach the 1000 Career Points

2004  Mid-Eastern Athletic Conference Outstanding Tournament Coach

2003  Mid-Eastern Athletic Conference Outstanding Tournament Coach

2000  Mid-Eastern Athletic Conference Outstanding Tournament Coach
      Honored for 300th Victory
      First Basketball Coach at Hampton University Men or Women to take Team to the NCAA Division I Post-Season Tournament

1998  Mid-Eastern Athletic Conference Coach of the Year

1997  First NCAA Women's Basketball Coach to go undefeated in the Southwestern Athletic Conference Regular Season (14-0)
      Eighth (8th) Twenty-plus (20+) Win Seasons

1996  Southwestern Athletic Conference Coach of the Year

1995  Southwestern Athletic Conference Coach of the Year
      Honored for 200th Victory
      Honored for Excellence in Women's Sports during the 75th year celebration
      In the Southwestern Athletic Conference

1994  First Basketball Coach at Grambling State University Men or Women to take team to the NCAA Division I Post Season Tournament
      National Association for Equal Opportunity in Higher Education Distinguished Alumni Award

1991  Southwestern Athletic Conference Coach of the Year

1990  Southwestern Athletic Conference Coach of the Year

1989  Southwestern Athletic Conference Coach of the Year

1987  Southwestern Athletic Conference Coach of the Year
      Honored for 100th Victory

1986  Southwestern Athletic Conference Coach of the Year
      Black College Sports Information Directors Association (BCSIDA) Coach of the Year
1983 Louisiana High School Coach of the Year
   Louisiana Sportswriters Association Coach of the Year
   All-Lincoln Parish Coach of the Year

1981 Louisiana High School Coach of the Year
   Louisiana Sportswriters Association Coach of the Year
   All-Louisiana Parish Coach of the Year

TEAM SUCCESSES

2011-2012 Upset an ACC team in Clemson University
   Conference Leading Scorer

2010-2011 Runner-Up Regular Season Champions

2009-10 Mid-Eastern Athletic conference Regular Season Champions
   Post Season Tournament
   HBCU History Making Season: Only HBCU Division I Team to win
   two games in Post Season Play

2008-2009 Mid-Eastern Athletic Conference Regular Season Champions
   Mid-Eastern Athletic Conference Tournament Champions
   NCAA Post Season Tournament 12th Seed (Best ever for MEAC)

2007-08 Mid-Eastern Athletic Conference Champions
   Post Season Tournament

2003-2004 NCAA Post-Season Tournament
   Mid-Eastern Athletic Conference Tournament Champions
   Mid-Eastern Athletic Conference Regular Season Champions

2002-2003 NCAA Post-Season Tournament
   Mid-Eastern Athletic Conference Tournament Champions
   Mid-Eastern Athletic Conference Regular Season Champions

2001-2002 Mid-Eastern Athletic Conference Tournament Champions
   Runner-Up

1999-2000 NCAA Post-Season Tournament
   Mid-Eastern Athletic Conference Tournament Champions

1998-99 Mid-Eastern Athletic Conference Champions
1993-94
Mid-Eastern athletic Conference Tournament Champions
Runner-Up

1990-91
Mid-Eastern Athletic Conference Co-Champions
Mid-Eastern Athletic Conference Tournament Champions
Runner-Up

1996-97
NCAA Post-Season Tournament
Southwestern Athletic Conference champions
First NCAA Division I Southwestern Athletic Conference Women's Basketball Team to go undefeated during the Regular Season (14-0)

1995-96
NCAA Post-Season Tournament
Southwestern Athletic Conference Tournament Champions

1994-95
NCAA Division I Team Scoring Champions
Southwestern Athletic Conference Champions
Southwestern Athletic Conference Tournament Champions
Runner-Up

1993-94
NCAA Post-Season Tournament
NCAA Division I Team Scoring Champions
NCAA Record for Most 100 Point Games in a Season
Southwestern Athletic Conference Tournament Champions
Southwestern Athletic Conference Champion Runner-Up

1990-91
Southwestern Athletic Conference Champion Runner-Up

1989-90
Southwestern Athletic Conference Champions

1987-88
Southwestern Athletic Conference Tournament Champions

1986-87
NCAA Division I Team Scoring Champions
Southwestern Athletic Conference Champions
Southwestern Athletic Conference Tournament Champions
Runner-Up

1985-86
Southwestern Athletic Conference Tournament Champions
Runner-Up
Southwestern Athletic Conference Champions Runner-Up

1982-83
Louisiana High School Class B State Champions
Set Louisiana High School Record for Most Points Scored for
both Single and Tournament Games

1980-81 Louisiana Class B State Champions Runner-Up

References provided upon request.
Item G.2. Grambling State University's request for approval to appoint Dr. Janet Guyden as Interim Provost/Vice President for Academic Affairs effective July 2, 2014.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Janet Guyden as Interim Provost/Vice President for Academic Affairs effective July 2, 2014, at an annual salary of $145,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University's request for approval to appoint Dr. Janet Guyden as Interim Provost/Vice President for Academic Affairs effective July 2, 2014.
MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE UNIVERSITY OF LOUISIANA SYSTEM

SUBJECT: REQUEST FOR APPROVAL TO APPOINT AN INTERIM PROVOST/VICE PRESIDENT FOR ACADEMIC AFFAIRS

Grambling State University hereby requests approval to appoint Dr. Janet Guyden as Interim Provost/Vice President for Academic Affairs, effective July 2, 2014 at an annual salary of $145,000.00. Her vita is attached.

Your favorable consideration of this request is appreciated.

Sincerely,

Cynthia Warrick, Ph.D.
Interim President

CW:jj

Attachment
Janet A. Guyden, Ph.D.

318-274-7374 (Office)

EDUCATION

Doctor of Philosophy in Administration and Supervision
Georgia State University College of Education
Dissertation Topic: Senior Administrator Perceptions of Leader Behaviors at Historically Black Colleges and Universities

Master of Education in Counselor Education
Worcester State University
College of Education
Major: Counselor Education

Bachelor of Arts
Howard University
College of Arts and Sciences
Major: English

PROFESSIONAL EXPERIENCES

2013 to Present
Dean
College of Professional & Graduate Studies
Grambling State University
Grambling, LA 71245

My primary responsibilities include leadership and administrative oversight for the Schools of Graduate Studies, Nursing, Social Work, and the Departments of Criminal Justice and Mass Communication. Specific tasks include providing leadership and academic oversight for the schools in the College of Professional & Graduate Studies. I also provide administrative support to the Graduate Council (the governing body of the School of Graduate Studies and Research); the recommendation and oversight of graduate school policy and graduate program development; strategic planning; management of fiscal, human, and physical resources (moveable property, facilities, etc.); participation on the President’s Executive Council, the 21st Century Planning Council, and the Council of Academic Deans.
2005 to 2013  Associate Vice President for Research & Dean  
School of Graduate Studies and Research  
Grambling State University  
Grambling, LA 71245

My primary responsibilities include leadership and administrative oversight for the School of Graduate Studies and Research, which includes all graduate programs (20) across the University and the infrastructure for documenting and disseminating faculty scholarly activity (54 graduate faculty). Specific tasks include but are not limited to providing administrative support to the Graduate Council (the governing body of the School of Graduate Studies and Research); the recommendation and oversight of graduate school policy and graduate program development; strategic planning; management of fiscal, human, and physical resources (movable property, facilities, etc.); participation on the President’s Executive Council, the 21st Century Planning Council, the Council of Academic Deans, and the Strategic Enrollment Management Committee.

My major accomplishments include the re-organization of graduate school operations to facilitate the graduate admissions process; increasing graduate school enrollment by 71% from Fall 2006 (481) to Fall 2012 (821); the revision of the graduate faculty qualifications criteria and application process; the completion of the revised faculty handbook; completion of the faculty qualifications evaluations during Grambling State University’s SACS Reaffirmation process; the development of the faculty awards criteria for teaching, research, and service; and the completion of 2010-2011 University planning document as co-chair of the University 21st Century Planning Council.

2003 to 2005  Professor of Educational Leadership  
Principle Investigator: Teachers for a New Era (TNE) Project  
($5 million over 3 years with a 1:1 match) funded by  
Carnegie Corporation  
Florida A & M University  
Tallahassee, FL

My primary responsibility included the implementation of the TNE Project to revise and reform Teacher Education at the University to incorporate university-wide participation in the teacher preparation process. My major accomplishment during this project was training faculty in mathematics, chemistry, and biology in aligning general education courses and gateway courses in their majors with the standards of their professional areas and teacher education content standards.

2001 to 2003  Interim Dean, College of Education  
Florida A & M University  
Tallahassee, FL
My primary responsibilities included leadership and administrative oversight for the College of Education and leadership/administrative oversight for the Developmental Research School System which included grades K-12 with two principals, 26 members, 10 staff, approximately 480 students, 3 computer laboratories, one library, transportation, team athletics (football, basketball, track, baseball), band, and approximately 20 student organizations. Specific tasks included but were not limited to oversight of accreditation processes, state mandated program redesign, faculty development, annual reporting to accrediting bodies, and strategic planning; management of budgets and resources for both the College of Education and the Developmental Research Schools; participation on the Deans’ Council; monitoring organizational effectiveness, students’ academic performance, and faculty productivity; facilitating strategic planning/implementation/evaluation student recruitment, student retention to degree completion, and student development/external opportunities; fostering shared governance activities, collaborative assessment; and serving as liaison to various stakeholder groups.

My major accomplishments included writing the successful “Teachers for a New Era” project proposal for $5 million over a three-year period with a 1 to 1 match and initiating the plans for the construction of a new physical plant to house the Developmental Research School campus.

1998 to 2001  
Interim Department Chair and Associate Department Chair
Coordinator, Educational Leadership Ph.D. Program
Department of Educational Leadership and Human Services
Florida A&M University
Tallahassee, FL

My primary responsibilities included leadership and administrative oversight of the department; managing the budget and physical resources; facilitating faculty efforts related to curriculum development and revision; developing curriculum and seeking approvals for a new doctoral program in Educational Leadership; faculty evaluation; recruitment and admission for the doctoral cohorts; and grant writing to secure resources for international programming.

My major accomplishments included hooding four doctoral students from the first educational leadership cohort and traveling to the University of Cape Coast in Ghana to sign the memorandum of understanding between Florida A&M University and the University of Cape Coast to establish the collaborative doctoral program designed to support their faculty in earning the Ph.D. in Educational Leadership.

1997 to 1998  
Associate Professor
Coordinator, Educational Leadership Ph.D. Program
Department of Educational Leadership and Human Services
Florida A&M University
Tallahassee, FL
My primary responsibilities included coordinating all aspects of the Educational Leadership doctoral program (curriculum and course development, class scheduling, faculty assignments, and cohort selection), serving on doctoral committees, teaching courses in both the master’s and doctoral programs, conducting research and grant writing, and serving on college and university committees.

My major accomplishment was my appointment to Florida Commission for the Common Course Numbering System.

1992 to 1997
Assistant Professor
Higher Education Administration Program Coordinator
Department of Educational Policy Studies
Georgia State University
Atlanta, GA

My primary responsibilities included coordinating all aspects of the higher education doctoral program (curriculum and course development, class scheduling, faculty assignments, and cohort selection), serving on doctoral committees, teaching courses in both the master’s and doctoral programs, conducting research and grant writing, and serving on college and university committees.

My major accomplishments included chairing eleven dissertation committees to hooding and being a part of the team responsible for developing the Atlanta Leadership Initiative (ALI) Project with the Atlanta City School District.

1991 to 1992
Graduate Research Assistant
Department of Education Administration and Supervision
Georgia State University
Atlanta, GA

My primary responsibilities included working with the professor of school law to pull court cases related to education and assist in teaching school law classes.

My major accomplishment included completing my doctoral dissertation and earning the Ph.D. in Educational Administration and Supervision.

1990 to 1991
Counseling Psychologist
Counseling and Testing Center
Augusta College (Augusta State University)
Augusta, GA
My primary responsibility included personal, academic, and career counseling; group counseling and presentations; standardized testing and interpretation; and community outreach.

My major accomplishments included initiating the “brown bag” study skills seminars and serving as a guest lecturer in the Psychology Department.

1988 to 1990  Dean for Admissions, Recruitment and Financial Aid  
Paine College  
Augusta, GA

My primary responsibilities included planning, implementing, and evaluating strategies to achieve objectives of all three divisions (admissions, recruitment, and financial aid); involvement in institutional planning and policy making through participation on the Administrative Council (the president’s senior cabinet) and the Committee for Institutional Planning; and chairing the Institutional Effectiveness Standard for SACS reaffirmation. This was a senior administrative position that reported directly to the President and supervised two directors (admission and financial aid), two recruiters, one financial aid counselor, and three clerical persons.

My major accomplishment was to successfully write a grant to provide additional resources to support recruitment and admissions from the Lilly Foundation.

1989 to 1988  Director, Counseling Center  
Paine College  
Augusta, GA

My primary responsibilities included planning, implementing, evaluating activities to achieve the objectives of the Counseling Center, academic advising, and teaching. The position was responsible to the Dean of Students and supervised one counselor, one clerical person, and four peer tutors.

1984 to 1986  Counselor and Tutorial Program Supervisor  
Counseling Center  
Paine College  
Augusta, GA

My primary responsibilities included personal and academic counseling, academic advising, coordinating campus-wide tutorial services, standardized testing, and teaching. The position was responsible to the Director of the Counseling Center and supervised a cadre of faculty and volunteer tutors.
1978 to 1984

Testing Coordinator and Special Assistant to the Director
Reading Success, Inc.
Augusta, GA

My primary responsibilities included supervising the testing team of 5 to 7 reading/learning disabilities teachers; selecting tests, testing and writing reports; disseminating program policy to supervisory and teaching staff; writing public relations materials; conferring with parents and students. The position was responsible to the Director/Owner of the center.

1976 to 1977

Drug and Alcohol Rehabilitation Counselor
Devens Outreach House
Ft. Devens, MA

My primary responsibilities included conducting initial screening interviews, providing individual and group counseling, developing individual treatment plans. The position was responsible to the Clinical Director.

PROFESSIONAL MEMBERSHIPS

AERA (American Educational Research Association)
ASCD (Association of Supervision and Curriculum Development)
ASHE (Association for the Study of Higher Education)
ELA (Education Law Association)
KAPPA DELTA PI Educational Honor Society
NASAP (National Association of Student Affairs Professionals)
NCURA (Nation Council of University Research Administrators)

SELECTED PUBLICATIONS


Foster, L. & Guyden, J. "Colleges in Black and White: White Faculty at Black Colleges" (2004) in M. Christopher Brown & Kassie Freeman (eds.). Black Colleges: New Perspectives in Policy and
Praxis. Westport, CT: ABLEX Press


Layman, E. & Guyden, J.A. “The Relationships Among Organizational and Departmental Characteristics, Hardiness, and Burnout in Directors of Hospital Health Information Management Departments.” Educational Perspectives in Health Information Management (2) 2, Winter 1999


Layman, E. & Guyden, J.A. “The Relationships Among Psychological Type, Coping Mechanisms, and Burnout.” Educational Perspectives in Health Information Management (2) 1, Spring 1999


SELECTED PRESENTATIONS

Guyden, J. “Developing Student Learning Outcomes.” Faculty Professional Development. Grambling State University, Spring 2011.


Guyden, J. “The Multiple Facets of Literacy.” The Delta-4 Literacy Conference, University of Arkansas, Pine Bluff, October 12, 2006, Pine Bluff, AR


Guyden, J. “The Power of One.” Invited presentation at the African American Education in the South Conference, Dillard University, New Orleans, LA, November 5-8, 2001


Guyden, J. & Foster, L. “The Road Less Traveled: White Faculty Members at Historically Black Colleges and Universities.” Presentation at ASHE Conference, Sacramento, CA, Nov. 18, 2000

Guyden, J. “Special-Niche Institutions: How to Increase their Use as Research Sites.” Presentation at ASHE Conference, Sacramento, CA, Nov. 17, 2000


Guyden, J.A. “Hitch-hiking on the Information Highway: Influences of Technology on Student Learning.” AERA Annual Conference, Montreal, Canada, April 20, 1999

Guyden, J.A. “The Historically Black College in the Millenium: An Interactive Symposium.” AERA Annual Conference, Montreal, Canada, April 22, 1999

Guyden, J.A. & Foster, L. “The Role of White Faculty at HBCUs.” Keynote Presentation at HBCU Faculty Symposium, Miami, FL, October 16, 1998


Podsen, I.J., Guyden, J.A., Hackney, C. & O'Rourke, C.M. Performance Self-esteem and Perception of Voice: A Study of Emerging Women Leaders in Graduate Preparation Programs. Presentation of research at the "Gender Issues in the Classroom and on Campus" Conference sponsored by AAUW, Minneapolis, MN, June 18, 1993

Guyden, J.A. "Handling the Homework Hassle." Presentation at the annual Youth Conference, Division of Family and Children Services, Augusta GA, August 9, 1991

Guyden, J.A. "Surviving the SAT: Test-taking skills." Course taught through the Augusta College Continuing Education Program, August 3, 1991


Guyden, J.A., guest lecturer, "Introduction to Organizational Culture." Psy 444/644, Department of Psychology, Augusta College, April 2, 1991


Guyden, J.A. "Student Development and Peer Pressure." Presented during the Peer Counselor Mini-Workshop, Paine College, and January 10, 1989


Guyden, J.A. "Developing Assertiveness: Communication Skills." Presented at the meeting of the Association of Richmond County Middle School Student Councils, March, 1988

Guyden, J.A. "Interaction and Counseling Strategies for Resident Assistants." Presentation for the Paine College Student Affairs Staff Development, February, 1987

Guyden, J.A. "Working with Minority Students." Presentation for the Department of Parent-Child Nursing, Medical College of Georgia, April 25, 1986

MEETINGS AND TRAINING

Washington, DC, AASCU GRC Proposal Development Workshop. February 24-26, 2011
Norfolk, VA, White House Initiative on HBCUs Technical Assistance Conference, April 28-30, 2008
San Francisco, CA, NCORE, May 29- June 2, 2007
Orlando, FL, SACS 2006 Annual Meeting, December 1-3, 2006
Washington, DC, National Academy of Sciences Summit on Teaching and Learning, October 3-5, 2006
Baton Rouge, LA, 68th Annual CLC&U Conference, April 27, 2006
San Francisco, CA, AERA Annual Conference, April 6-11, 2006
Washington, DC, Teachers for a New Era Spring Institute (Carnegie Corporation), April 27-28, 2005
Montreal, Quebec, Canada, AERA Annual Conference, April 11-15, 2005
San Francisco, CA, Teachers for a New Era Fall Institute (Carnegie Corporation), November 17-19, 2004
Washington, DC, UNCF Patterson Research Conference, September 24-27, 2004
Baltimore, MD, ETS/HBCU Collaborative (Morgan State University), August 26-28, 2004
New York, NY, Teachers for a New Era Project Meeting (Carnegie Corporation). June 17, 2004
Washington, DC, Teachers for a New Era Institute. March 2-5, 2004
Chicago, Illinois, American Association of Colleges for Teacher Education Annual Conference, February 7-10, 2004
Portland, Oregon, ASHE Annual Conference, November 12-16, 2003
Sacramento, California, ASHE Annual Conference, November 20-24, 2002
New Orleans, Louisiana, Dillard University, the Second Annual Conference on African American Education, November 13-15, 2002
Cambridge, Massachusetts, Institute for Statewide Literacy Initiative, Harvard Graduate School of Education, August 18-22, 2002
New Orleans, Louisiana, AERA Annual Conference, April 1-5, 2002
Richmond, Virginia, ASHE Annual Conference, November 15-18, 2001
Palm Coast, Florida, State University System Dean’s Workshop, May 21-23, 2001
Sacramento, California, ASHE Annual Conference, November 16-19, 2000
New Orleans, Louisiana, AERA Annual Conference, April 24-28, 2000
American Association of Colleges for Teacher Education Conference, San Diego, California, February 7-11, 2000
HBCU Faculty Symposium, Miami, FL, October 15-18, 1998
ASHE Annual Conference, Albuquerque, NM, November 5-8, 1997
National Association of Laboratory Schools, Southern Regional Conference, Tallahassee, FL, October, 1997

AERA Annual Meeting, Chicago, IL, March 3 – 8, 1997


ASHE Annual Conference, Tucson, AZ, October 28-31, 1995

Valdosta, GA, 11th Annual MAT/MRO Conference, April 20, 1995

9th Annual Women in Educational Leadership Conference, Lincoln, NE, September 25, 1995

The "Gender Issues in the Classroom and on Campus" Conference sponsored by AAUW, Minneapolis, MN, June 18, 1993

National Association of Secondary School Principals Assessor Training, Georgia State University Principals' Center, January 25-29, 1993

Institutional Effectiveness Workshop. Clayton State College, Board of Regents, November 16, 1992

11th Annual Conference for Black Students on White Campuses, Georgia State University, Atlanta, GA, April 3, 1992

Developing Self-esteem with Clients. American Association for Counseling and Development continuing education course (6 hours), May 10, 1991

Library Media Association Annual Conference, Calloway Gardens, GA, March 3 & 4, 1989

White House Conference on Historically Black Colleges and Universities. Washington, D.C., Department of Education and NAFEO, October, 1989

Marketing Excellence in Education. Somers, NY, Pepsico and NAFEO, October, 1988

PROPOSALS AND PROJECTS


Guyden, J. (2002). “College of Education Strengthening Grant.” Title III: $100,000. Funded


Guyden, J.A. Minority Faculty Grant (1994). Georgia State University: approximately $1000.00. Funded


**COLLEGE SERVICE**

2013: Member, Grambling State University Head Football Coach Search Committee

2013 to Present: Member, Title III Advisory Committee

2011 to 2012: Chair, Grambling State University International Students Strategic Study Group

2010 to Present: Co-Chair, Grambling State University 21st Century Planning Council

2010 to 2012: Member, Grambling State University Strategic Enrollment Management Committee
2009: Chair, Search Committee for the Dean of the College of Education

2009: Convener, Search Committee for the Director of Sponsored Research

2009: Member, Search Committee for the Director of A.C. Lewis Memorial Library

2008 to 2010: Member, Leadership Team of the Grambling State University SACS Reaffirmation of Accreditation

2008 to 2010: Member, Coordination and Planning Team of the Grambling State University SACS Reaffirmation of Accreditation

2008 to 2010: Chair, Faculty Qualifications and Credentials Team of the Grambling State University SACS Reaffirmation of Accreditation

2007 to 2008: Title III Activity Monitor for Academic Programs

2006 to 2010: Member, Grambling State University Strategic Planning Committee

2006 to 2008: Member, NCAA Athletics Certification Steering Committee

2006 to 2007: Chair, Grambling State University Faculty Awards Development Committee

2006: Member, Director for Retention Search Committee, Grambling State University

2006 to 2009: Chair, Grambling State University Faculty Handbook Committee

2006 to Present: Member, Grambling State University Professional Education Council

2006 to Present: Member, Grambling State University Research Misconduct Committee

2005 to Present: Member, Grambling State University College of Education NCATE Conceptual Framework Committee

2005 to Present: Member, Grambling State University Council of Academic Deans

2005 to Present: Chair, Grambling State University Graduate Council

2004 to 2005: Chair: Florida A&M University Developmental Research School Advisory Board

2004 to 2005: Member: Florida A&M University General Education Committee

2004 to 2005: Member: Florida A&M University Faculty Planning Conference Committee
2003 to 2005: Member: Florida A&M University Curriculum Committee

2003 to 2005: Member: Florida A&M University Developmental Research School Advisory Board

1999 to 2003: Chair: Florida A&M University College of Education NCATE Conceptual Framework Committee

1999 to 2000: Member, SUS Florida Partnership for School Readiness Committee

1999 to 2000: Chair: The Florida A&M University College of Education Faculty & Staff Retreat

1998 to 1999: Member, the Florida A&M University College of Education Leadership Team

1998 to 1999: Interim Department Chair, Department of Educational Leadership and Human Services, Florida A&M University

1998 to 2005: Member, Florida A&M University Graduate Council

1998 (November): Chair, The “Education of Blacks in Florida” presentation committee

1998 (August): Chair, “Distance Learning” presentation committee

1997 to 2001: Educational Leadership Program Coordinator, Department of Educational Leadership and Human Services, Florida A&M University

1995 to 1997: Coordinator, Higher Education Ph.D. Program in the Department of Educational Policy Studies, College of Education, Georgia State University, Atlanta, GA

1995 to 1997: Assistant coordinator, The Atlanta Leadership Initiative (ALI), Department of Educational Policy Studies, Georgia State University

1995 to 1997: Assistant coordinator, the Henry County NL-5 Program, Department of Educational Policy Studies, Georgia State University

1995: Research proposal reviewer, ASHE Program Committee

1995: Research proposal reviewer, American Association of School Administrators

1995 (November 2): Chair of the research session "Economic Issues in Higher Education" at the ASHE Annual Meeting, Orlando, FL

1994 to 1995: Chair, Department of Educational Policy Studies Faculty Affairs Committee
1994 (November 10): Chair of the research session "Economic Issues in Higher Education" at the ASHE Annual Meeting, Tucson, Arizona

1993 to 1994: Program review and staff development, Rural Health Outreach Program (RHOP), School of Nursing, Medical College of Georgia, Augusta, GA

1993 (November 13): Chair of the research session "Leadership in Higher Education" at the ASHE Annual Meeting, Pittsburgh, Pennsylvania

1993 to 1997: Representative to the University-wide Strategic Planning Committee.

1992 to 1993: Faculty representative, Dissertation Quality Review Committee, sub-committee of the Academic Affairs Committee of the College of Education, Georgia State University

1992 to 1993: Faculty representative, Academic Affairs Committee of the College of Education; secretary

1991 to 1992: Graduate student representative, Academic Affairs Committee of the College of Education

1989 to 1990: Member, Strategic Planning Committee, Paine College

1989 to 1990: Chair, Institutional Effectiveness Committee for the Paine College Self-Study

1989 to 1990: Member, Steering Committee for the Paine College Self-Study

1988 to 1990: Member, Administrative Council, Paine College

1988 to 1990: Chair, Committee for Admissions, Recruitment and Financial Aid, Paine College

1987 to 1988: Chair, Library Committee, Paine College

COMMUNITY SERVICE

2007 to 2008: Program evaluator for the NIH sponsored “Medical–Homes Treatment Model” Project, Shreveport, LA

2006 to Present: Program Chair, North Louisiana Chapter of the American Association of University Women

2004: Member NCATE/DOE visiting team, University of North Florida, Jacksonville, FL
2003: Member DOE visiting team, St. Petersburg College, St. Petersburg/Tarpon Springs, FL
2001: Member NCATE/DOE visiting team, Florida International University, Miami, FL

1995: Member, SACS visiting team, Sprayberry High School, Cobb County, Marietta, GA

1995 to 1998: Program evaluator for the Kellogg Foundation sponsored Keysville Demonstration Project, Keysville, GA

1995 to 1997: President, Advisory Council, Wesley Chapel Youth Center

1994 to 2000: Member, Board of Directors, East Atlanta District Scholarship Fund of the African Methodist Episcopal Church

1994: Member, SACS visiting team, McNair Middle School, Dekalb County, Decatur, GA

1994 to 1998: Advisory Council Member, Wesley Chapel Youth Center

1993 to 1995: Mentor, Terry Mill School "Girls to Women" Program, Atlanta GA

1989 to 1990: Finance co-chairperson of the Trinity C.M.E. Church 150th Anniversary Steering Committee, Augusta, GA

1980 to 1985: The Advisory Committee to the Richmond County Board of Education, Augusta, GA
  1984 to 1985: President
  1983 to 1984: Vice President
  1980 to 1985: Member

1983 to 1985: The Advisory Committee to the Augusta Area Mental Health Association, Augusta, GA

1974 to 1976: League of Women Voters, Littleton, MA
  First Vice President
  Chairperson: local juvenile justice study

1975: Littleton Nature Day Camp, Littleton, MA
  An educational experience for under-privileged children
  Director

1974: Army Community Service Learning Disabilities Summer Program
  A summer program to provide tutoring combined with day camp activities
  Co-Director
PROFESSIONAL SERVICE

2005 to 2009: Member, Committee on the Leadership Summit to Effect Change in Teaching and Learning of the National Research Council of the National Academies, Washington, DC

2005 to 2007: Consultant, Collegiate Development Services, Irving, TX

2005 to 2010: Member, National Association of Student Affairs Professionals Resolution Committee

2004 to 2010: Member, National Association of Student Affairs Professionals Journal Editorial Board

2001 to 2005: Member, ASHE Board of Directors

2001 to 2005: Chair, ASHE Council on Ethnic Participation

1999 to 2005: Member, ASHE Reader Series Editorial Board

1998 to 2005: Representative, Common Course Numbering System for the state of Florida

1997 to 1998: Chair, Division J Social Contexts Committee, AERA

1993 to 2004: Research Proposal Reviewer, Program Committee, Association for the Study of Higher Education (ASHE)


1998 to 2003: Research Consultant, Frederick D. Patterson Research Institute of the UNCF College Fund

1999 to 2005: Research Reviewer, Review of Negro Education

1999 to 2001: Member, ASHE Publications Editorial Board

HONORS and AWARDS

2002: Nomination for the ASHE Service Award
1992: Outstanding Graduate Student, Department of Educational Administration, College of Education, Georgia State University.
1992: Regents' Scholarship, Georgia Board of Regents
Item G.3. Grambling State University's request for approval to appoint Mr. Damon Wade as Vice President for Institutional Effectiveness and Enrollment Management effective August 11, 2014.

EXECUTIVE SUMMARY

The University requests approval to appoint Mr. Damon Wade as Vice President for Institutional Effectiveness and Enrollment Management effective August 11, 2014, at an annual salary of $130,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University's request for approval to appoint Mr. Damon Wade as Vice President for Institutional Effectiveness and Enrollment Management effective August 11, 2014.
MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE UNIVERSITY OF LOUISIANA SYSTEM

SUBJECT: REQUEST FOR APPROVAL TO APPOINT A VICE PRESIDENT FOR INSTITUTIONAL EFFECTIVENESS AND ENROLLMENT MANAGEMENT

Grambling State University hereby requests approval to appoint Mr. Damon Wade as Vice President for Institutional Effectiveness and Enrollment Management, effective August 11, 2014, at an annual salary of $130,000.00. His vita is attached.

Your favorable consideration of this request is appreciated.

Sincerely,

[Signature]

Cynthia Warrick, Ph.D.
Interim President

CW:jj

Attachment
CURRICULUM VITAE

Dr. Damon R. Wade

SUMMARY

Over ten years of progressively responsible administrative experience in higher education.

Comprehensive knowledge of campus-wide institutional effectiveness processes, planning and budgeting, and data analysis. Comprehensive knowledge of enrollment management, student success, and retention framework. Work cooperatively with faculty, staff and administrators campus wide to ensure the integration of programs and services that enhance student retention, graduation rates, and academic program and administrative unit effectiveness. Visionary, strategic, collegial, energetic, accessible, creative, student outcomes focused, and situational leadership style. Demonstrated leadership in the areas of strategic planning and regional accreditation. Active and engaged leadership and involvement in local community organizations. Excellent educational qualifications and interpersonal and communication skills.

EDUCATION

Walden University, Minneapolis, MN
Degree: Ph.D., Public Policy and Administration, November 2009
Dissertation Title: “Three Predictors of Undergraduate Student Disenrollment in North Carolina Public Universities: An Exploratory Quantitative Study”

Walden University, Minneapolis, MN
Degree: M.P.A., Public Administration, May 2009

Norfolk State University, Norfolk, VA
Degree: M.A., Urban Affairs, May 2004

Elizabeth City State University, Elizabeth City, NC
Degree: B.S., Business Administration, May 1997

EMPLOYMENT HISTORY

Director of Institutional Effectiveness, Research, and Planning
July 2009 – Present
Elizabeth City State University

Adjunct Faculty
March 2012 – Present
Devry University, Keller Graduate School of Management

Coordinator of Testing & Evaluation
January 2004 – June 2009
Elizabeth City State University
Systems Analyst
January 2000 – December 2003
Science Application International Corporation (SAIC)

ADMINISTRATIVE EXPERIENCE

Elizabeth City State University (July 2009 – Present) – Elizabeth City, North Carolina
Director of Institutional Effectiveness, Research, and Planning

Responsible for project management, leadership, and overall direction for strategic planning and effectiveness, institutional research, institutional assessment, enrollment planning and budgeting, space need, analysis, and utilization for the university. Evaluate and improve the institutional planning and assessment process, including the appropriateness of university goals and objectives, the timing and appropriateness of the annual planning/assessment cycle, and the relationship among the planning, assessment, decision-making, and budgeting processes. Correspond with and present information to campus constituents and outside agencies with respect to assuring the university is carrying out the mission.

SELECTED ACCOMPLISHMENTS

• Re-engineered and implemented a systematic, campus-wide assessment process (from paper to an electronic process)
• Evaluated and provided feedback to approximately 110 campus units regarding their annual assessment plans
• Trained approximately 240 full-time and adjunct faculty members and 90 administrative staff persons on how to develop and/or measure student learning outcomes and operational objectives
• Manage the work flow of the campus institutional research function, disseminating annually over 50 reports to the U.S. Department of Education and the UNC-General Administration
• Co-chaired the ECSU/SACS Leadership Team for Compliance and Quality Enhancement Planning, providing information and interpretation of the Southern Association of Colleges and Schools-Commission on Colleges principles to approximately 500 faculty and staff persons
• Chaired the ECSU/Institutional Effectiveness sub-committee in a successful reaccreditation visit by the Southern Association of Colleges and Schools Commission on Colleges, April 2011 with zero findings
• Co-chaired the committee selected by the Chancellor to developed the 2009-2014 ECSU Strategic Plan
• Developed the Institutional Effectiveness Resource Manual and the Annual Performance Report: Indicators of Institutional Effectiveness
• Served on multiple On-site review teams as an Institutional Effectiveness Evaluator for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
• Develop the institutions annual student enrollment & budgeting projection and justification for submittal to UNC-General Administration for approval of state funding
• Developed dashboard indicators of institutional effectiveness for the Chancellor and Board of Trustees
• Provided estimates that were used to establish the Viking Tower project feasibility study, which secured an “A” bond rating during the planning phase for a $12M residence hall

UNIVERSITY COMMITTEES AND SERVICE

• Chair, Enrollment Planning & Budgeting Committee, 2009 – Present
• Chair, Institutional Effectiveness Planning Council, 2009 – Present
• Member, Strategic Planning Council, 2013 – Present
• Member, Buildings and Property Committee, 2009 – Present
• Member, Academic Affairs Administrative & Planning Council, 2009 – Present
• Member, Administrative Cabinet of the Chancellor, 2009 – Present
• Member, General Studies Advisory Board, 2009 – Present
• Member, Quality Enhancement Plan Advisory Board, 2013 – Present

PROFESSIONAL PRESENTATIONS AND INVOLVEMENT
• Thomas, W.E., Wade, D. (2012, August). Everything you want to know about the performance-based funding model. Presented at the 2012 Fall Faculty & Staff Institute. Elizabeth City, NC.
• Wade, D. (2010, February - April). Web-based Assessment Management Workshop series for Academic and Educational Support Units. Elizabeth City State University. Elizabeth City, NC.
• Wade, D. (2010, February - April). Web-based Assessment Management Workshop series for Administrative Units. Elizabeth City State University. Elizabeth City, NC.

Elizabeth City State University (January 2004 – June 2009) – Elizabeth City, North Carolina
Coordinator of Testing & Evaluation

Responsible for the development and coordination of a comprehensive survey research and analysis system to support the institution’s mission and strategic initiatives. Provided hands-on data analysis, interpretation of analysis, and preparation of reports for both internal and external use and distribution. Translated data into actionable information for the university community.

SELECTED ACCOMPLISHMENTS
• Evaluated and presented data to various campus constituencies, regarding assessment results relating student learning outcomes and administrative objectives for academic and administrative programs
• Provided summary data analysis to 33 academic program assessment coordinators for assessment measures (Major Field Test, Proficiency Profile, National Survey of Student Engagement, and the Collegiate Learning Assessment)
• Developed over 40 in-house in-direct measures of assessment for the divisions of Academic Affairs, Student Affairs, and Business and Finance
• Compiled and verified that institutional data were consistent with guiding principles and core requirements of the SACSCOC
• Provided approximately 10 workshops on the use of MS Access and Excel to various campus staff
• Monitored data collection and ensured that the information and functions of the assessment databases and websites were regularly reviewed and updated as needed
• Wrote and composed reports and accreditation documents, such as substantive change documents and the SACSCOC institutional profile
• Planned and conducted multiple quantitative studies that identified problems and issues affecting the effectiveness of work operations on campus

UNIVERSITY COMMITTEES AND SERVICE
• Co-Chair, Strategic Planning Council, 2008 – Present
- Co-Chair, ECSU/SACS Reaffirmation Leadership Team, 2008 – 2011
- Chair, ECSU/SACS Institutional Effectiveness Sub-Committee, 2008 – 2011

PROFESSIONAL PRESENTATIONS AND INVOLVEMENT
- Wade, D.R. (2009, February - April). Web-based Assessment Management Workshop series for Academic and Educational Support Units. Elizabeth City State University, Elizabeth City, NC.
- Wade, D.R. (2009, February - April). Web-based Assessment Management Workshop series for Administrative Units. Elizabeth City State University, Elizabeth City, NC.

Systems Analyst (Defense Contractor)

Responsible for the development of test data, scripts and test cases, predetermined results, as well as analysis and documentation of test results for the United States Coast Guard Air Station in Elizabeth City, North Carolina. Participated in test readiness reviews of quality assurance, as well as other meetings such as planning meetings, documentation and requirements walkthroughs, and release meetings. Planned and performed analytical research, design development, and other assignments in conformance with design, engineering and customer specifications. Coordinated the activities of analysts and technicians assigned to specific quality assurance projects.

SELECTED ACCOMPLISHMENTS
- Conducted requirements analysis, documentation inspection, design analysis, testing, test reporting, software and process audits, writing test plans, maintain and track problem reports
- Assured standards conformance and evaluate software product readiness
- Assisted the Program Manager in areas relating to Configuration Management
- Co-developed and implemented the United States Coast Guard ARSC Information Systems Division Test Plan as well as the Quality Assurance Process Improvement plan

TEACHING EXPERIENCE

GRADUATE
- Intergovernmental Management, Devry University
- Public Policy Formulation and Implementation, Devry University
- Governmental Budgeting and Finance, Devry University
- Governmental and Non-Profit Accounting, Devry University
- Public Administration Capstone, Devry University

UNDERGRADUATE
- Freshman Seminar, Elizabeth City State University
- Music Merchandizing, Elizabeth City State University

GRANTS FUNDED
- Realignment of the Office of Institutional Research. Southern Education Foundation; 2008, Awarded $17,000, Co-Principal Investigator.
- Reconstruction of Survey Administration and Analysis in the Office of Institutional Research. Elizabeth City State University: Office of Sponsored Programs; 2005, Awarded $18,000, Principal Investigator.
- Building Engagement and Attainment of Minority Students (BEAMS) Project. Institution for Higher Education Policy. 2004, Awarded $20,000, Co-Principal Investigator.
LEADERSHIP DEVELOPMENT

- Harvard Graduate School of Education, Cambridge, MA, Completed the Management Development Program (MDP), June 2014
- American Council on Education (ACE), Washington, DC, Completed the Spectrum Executive Leadership Program, March – October 2013
- Society for College and University Planning (SCUP), Chicago, IL, Completed the SCUP Strategic Planning Institute (Step II), July 2012
- Harvard Graduate School of Education, Cambridge, MA, Completed the Performance Assessment in Higher Education Program, October 2012
- Society for College and University Planning (SCUP), Portland, OR, Completed the SCUP Strategic Planning Institute (Step I), July 2009

PROFESSIONAL ASSOCIATIONS AND COMMUNITY SERVICE

- Alpha Phi Alpha Fraternity, Inc., Financial Secretary, Epsilon Chi Lambda Chapter
- American Society for Public Administration (ASPA)
- Association for Institutional Research (AIR), Annual Meeting Forum Proposal Reviewer
- North Carolina Association for Institutional Research (NCAIR), Member 2005 - Present
- Society for College and University Planning (SCUP), Member 2009 – Present
- Southern Association for Institutional Research (SAIR), Member 2010 – Present
- Southern Association of Colleges and Schools - Commission on Colleges (SACSCOC)
  - Institutional Effectiveness On-site Reviewer, April 2014
  - Institutional Effectiveness Off-site Reviewer, November 2013
  - Institutional Effectiveness On-site Reviewer, April 2013
  - Institutional Effectiveness Substantive Change Review Team, November 2012
  - Institutional Effectiveness On-site Reviewer, March 2012
  - Institutional Effectiveness On-site Reviewer, March 2011

BUSINESS INTELLIGENCE EXPERIENCE

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<tr>
<th>Statistical Software</th>
<th>Online Learning Tools</th>
<th>Data Mining &amp; Storage</th>
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<tr>
<td>IBM Statistical Package for Social Science (SPSS)</td>
<td>BlackBoard</td>
<td>WebFocus</td>
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<td>SAS Enterprise Guide</td>
<td>e-College</td>
<td>Sharepoint</td>
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<tr>
<th>Desktop Applications</th>
<th>Administrative Software</th>
<th>Assessment Management Software</th>
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<tr>
<td>Microsoft Access, Word, Excel, PowerPoint, and Outlook</td>
<td>SCT BANNER</td>
<td>WEAVE Online, TaskStream, Xitracs, and Inquisite Web Survey Software</td>
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<th>Social Media</th>
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<td>Face Book, Twitter, YouTube</td>
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HONORS

- Pi Alpha Alpha National Honor Society for Public Affairs and Administration, 2008

SCHOLARLY ACTIVITY / MANUSCRIPTS UNDER REVIEW

RESEARCH INTERESTS

• Public Higher Education Policy
• Undergraduate Student Retention and Persistence
• Undergraduate Student Developmental Education
• Organizational Leadership and Change Management

REFERENCES: AVAILABLE UPON REQUEST
Item G.4. Grambling State University’s request for approval to appoint Mr. John Rosenthall as Interim Vice President for Research, Advancement, and Economic Development effective July 22, 2014.

EXECUTIVE SUMMARY

The University requests approval to appoint Mr. John Rosenthall as Interim Vice President for Research, Advancement, and Economic Development effective July 22, 2014, at an annual salary of $145,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University’s request for approval to appoint Mr. John Rosenthall as Interim Vice President for Research, Advancement, and Economic Development effective July 22, 2014.
MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE UNIVERSITY OF LOUISIANA SYSTEM

SUBJECT: REQUEST FOR APPROVAL TO APPOINT AN INTERIM VICE PRESIDENT FOR RESEARCH, ADVANCEMENT AND ECONOMIC DEVELOPMENT

Grambling State University hereby requests approval to appoint Mr. John Rosenthall as Interim Vice President for Research, Advancement, and Economic Development, effective July 22, 2014, at an annual salary of $145,000.00. His vita is attached.

Your favorable consideration of this request is appreciated.

Sincerely,

[Signature]

Cynthia Warrick, Ph.D.
Interim President

CW:jj

Attachment
Entrepreneurial Manager
Creative, innovative and productive manager with more than 30 years of high-level experience in academia, government, industry, non-profit and religious organizations. Proficient in assembling talent and leading teams consisting of individuals and entities with diverse interests to examine and solve technical and complex problems. A strategic thinker with proven research, writing and communication skills. Eager to tackle challenges that require innovation, ingenuity and creative solutions.

Professional Experience
University Research and Development Foundation, Inc., Washington, DC
President (7/2013 – Present)
Chief operating officer of a non-profit organization designed to support the research and development activities of Historically Black Colleges and Universities (HBCUs).

Major accomplishments:
- Completed the application process to achieve non-profit status recognized under Section 501C(3) of the Internal revenue Code of the United States
- Organized a consortia of HBCUs and developed a Cybersecurity project that has received a multi-million dollar commitment of Federal funds
- Developed and manages an electronic database of minority researcher’s interests, experiences and capabilities
- Collaborated with three HBCUs and one majority serving institutions to develop six different research projects and prepare competitive proposals
- Organized a research forum to expose HBCU researchers to potential funders in the Department of Energy

South Carolina State University, Orangeburg, South Carolina
Vice President, Research, Economic Development and Public Service (8/2012 – 6/2013)
Executive Director 1890 Programs

Chief research officer for South Carolina’s only state supported HBCU with approximately $20,000,000 in research and extension dollars, 10 direct reports and 150 total employees in 1890 Programs and the Research Department.

Major Accomplishments:
- Organized the South Carolina State University Research and Development Foundation, Inc., established a board of directors that included two retired major generals and senior executives from major corporation and government, and secured commitments of more than $25,000,000 in funding.
- Secured state authority to spend $10,000,000 to rehabilitate a 265 acre camp that sat dormant and unused for nearly a decade
- Assumed management of an annual golf fundraising event and more than tripled the net proceeds that event normally produced in prior years
- Negotiated a contract with a major industry to provide human relations and manufacturing training for the company’s protégées

**Urban Technologies, Inc.**  
**President (1994 – 2012)**

Chief operating officer of an environmental consulting firm that specialized in research, training, education, community outreach and empowerment activities. The firm supported local government, federal agencies, private industry and Historically Black Colleges and Universities.

**Major Accomplishments:**
- Developed and managed the Department of Energy’s Environmental Justice program for 15 years
- Created and managed the Annual State of Environmental Justice in America Conference, a forum that brought together diverse and at times competing interests to study issues in environmental justice (2007 – 2012)
- Created the Minority Alternative and Renewable Energy Consortium (2011)
- Developed and managed the environmental justice program for the National Association for the Advancement of Colored People (1993 – 1995)
- Conducted various research projects in conjunction with HBCUs including Howard University, Savannah State University and Tennessee State University
- Managed federal relations for the National Conference of Black Mayors and secured more than $2,000,000 for that organization (1996 – 2003)
- Managed the Minority Serving Institutions – Community of Partners Council annual conference, an event designed to increase HBCU participation in federal procurement activities (2009 – 2010)

**Education**  
**George Washington University, Washington, DC**  
Juris Doctorate, Law, 1980

**Tougaloo College, Tougaloo, MS**  
B. S. Mathematics, 1970

**Professional Activities**

- EPA National Advisory Council for Environmental Policy and Technology (NACEPT) Subcommittee on Promoting Environmental Stewardship (2009 -2011)
• Board of Directors, Washington Government Relations Group Foundation (2010 – Present)
• Board of Directors, John Leland Center for Theological Studies (2010 – Present)
• Director, TC Williams Male Mentoring Program (2009 – Present)
• Vice President for Membership, Washington Inter-Alumni Council (WIAC), a chapter of The National Alumni Council (2014 – Present)

Tougaloo College Honors

• Chairman’s Award 2010
• Alumnus of the Year 2012

Community Service and Affiliations

• Alfred Street Baptist Church – Co-Director Men’s Ministry (2013), President Male Ushers (2011 – 2013) outstanding Man of the Year (2011)
• Life Member Tougaloo College National Alumni Association
• Former Chairman Fairfax County Medical Care for Children Partnership
• Life Member NAACP
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM

FINANCE COMMITTEE

August 22, 2014

Item G.5. Louisiana Tech University's request for approval of a contract with Mr. Ross Tyler Summitt, Head Women's Basketball Coach, effective April 1, 2014.

EXECUTIVE SUMMARY

This agreement is for the period from April 1, 2014 through March 31, 2019. During this period, Coach will receive an annual salary of $175,000, payable monthly, for each of the five years, and shall be entitled to retain all compensation from paid appearances on television or radio programs. Coach shall receive a monthly stipend of $400 from the Louisiana Tech University Foundation as reimbursement for use of personal vehicle for University-related activities. In addition, Coach shall receive up to $10,000 in moving expenses paid for by the Foundation. Finally, Coach shall be entitled to golf and social club membership provided by a certain country club at no cost to the University or the Foundation.

Coach is also eligible for the following Performance Incentives:

- If Coach achieves any, some, or all of the following three accomplishments, Coach will earn a $20,000 supplemental payment:
  - Regular season conference champion
  - Conference tournament champion
  - NCAA tournament participation
- Coach shall be entitled to cumulative bonuses for the following accomplishments:
  - WNIT participation -- $10,000
  - WNIT champion -- $15,000
  - Sweet 16 appearance in the NCAA tournament -- $10,000
  - Final 4 appearance in the NCAA tournament -- $25,000
  - Women’s NCAA champion -- $50,000

The maximum incentive Coach may earn during each basketball season is $105,000. Supplemental payments shall be payable from the athletic funds in the Louisiana Tech University Foundation.

If the University terminates this agreement without cause prior to contract expiration date, the Louisiana Tech University Foundation with funds held on behalf of Louisiana Tech Athletics shall pay Coach his remaining base salary and any radio and television compensation payments due for the remainder of the term of the contract.
If the Coach terminates the contract without cause prior to contract expiration date, Coach shall pay the Louisiana Tech University Foundation liquidated damages as follows:

- Prior to April 1, 2015, Coach shall owe $250,000
- Prior to April 1, 2016, Coach shall owe $200,000
- Prior to April 1, 2017, Coach shall owe $150,000
- Prior to April 1, 2018, Coach shall owe $100,000
- Prior to April 1, 2019, Coach shall owe $50,000

The University and the Louisiana Tech University Foundation have a joint agreement with the Coach.

The Foundation has also agreed to reimburse the University for payments made to and/or on behalf of Coach, including but not limited to all salary, compensation, benefits, perquisites, and fringe benefit payments, during the period of his employment in which he is determined to have become permanently disabled until termination as outlined in Section 13.6 of the agreement.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

**NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Louisiana Tech University's request for approval of a contract with Mr. Ross Tyler Summitt, Head Women's Basketball Coach, effective April 1, 2014.**
July 30, 2014

LADIES AND GENTLEMEN OF THE BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM:

Please find attached a contract and agreement between Women’s Basketball Head Coach Ross Tyler Summitt, Louisiana Tech University, and the Louisiana Tech University Foundation. This is being submitted for consideration at the August meeting of the Board. Your approval of this contact and agreement is requested.

Sincerely,

[Signature]

Leslie K. Grace
President

dc

Attachment
STATE OF LOUISIANA
PARISH OF LINCOLN

This agreement is made and entered into on this __________ day of ______________, 2014, and shall have retroactive effect to April 1, 2014, between Louisiana Tech University (hereinafter referred to as “UNIVERSITY”) and through its President, Dr. Leslie K. Guice, and Ross Tyler Summitt (hereinafter referred to as “COACH”). This agreement is subject to the approval of the Board of Supervisors of the University of Louisiana System (hereinafter referred to as “BOARD”), the management board for Louisiana Tech University. Louisiana Tech University Foundation, Inc. (hereinafter referred to as “FOUNDATION”) joins in this agreement consenting to the obligations incurred by the FOUNDATION. This Contract of Employment shall become the agreement between the parties supplanting all previous memoranda of understanding.

EMPLOYMENT OF WOMEN’S BASKETBALL HEAD COACH

1.0 Employment

1.1 The UNIVERSITY does hereby employ COACH as women’s basketball head coach, and COACH does hereby accept employment and agrees to perform all of the services pertaining to the women’s basketball program which are reasonably required of COACH, as well as, other services as may be reasonably contemplated hereunder, all as reasonably prescribed by the UNIVERSITY through its President and Director of Athletics.

1.2 COACH shall be responsible, and shall report, directly to the UNIVERSITY’S
Director of Athletics and shall confer with the Director of Athletics or the Director's designee on all administrative and technical matters. COACH shall also be under the general supervision of UNIVERSITY President.

1.3 COACH shall supervise and manage the women's basketball team and shall perform such other duties for the UNIVERSITY'S athletic program as the Director of Athletics may reasonably assign, provided such other services are consistent with the services and duties of an NCAA Division 1-A women's basketball head coach.

1.4 COACH agrees to represent the UNIVERSITY positively in public and private forums and shall not engage in conduct that reflects adversely on the UNIVERSITY or its athletic programs.

2.0 Term

2.1 The term of this agreement is for a fixed period of five (5) years, commencing on the 1st day of April, 2014, and ending March 31, 2019. For purposes of this agreement, each contract year shall begin on April 1st and end on March 31st of the following calendar year.

2.2 This agreement may be amended or extended at any time during the period of this contract by mutual signed agreement of both parties and approval by the BOARD.

2.3 Not later than March 31, 2017, the Director of Athletics shall either renew COACH’s Contract of Employment, with terms and conditions to be negotiated at the time of renewal and reflected in a written agreement signed by the parties, or will give COACH notice of intent not to renew the Contract of Employment for an additional term.

3.0 Compensation

3.1 In consideration of COACH'S services and satisfactory performance of this agreement, UNIVERSITY shall pay COACH a base annual salary of $175,000 for the term of
this agreement, payable on a monthly basis.

3.2 COACH shall not appear on any television or radio program or advertisement not authorized by the UNIVERSITY without the prior written approval of the UNIVERSITY, such approval not to be unreasonably withheld, except routine news media interviews for which no compensation is received. COACH may appear on television or radio programs not in conflict with pre-game, post-game or coach’s shows with prior written approval of the UNIVERSITY, such approval not to be unreasonably withheld. COACH shall be entitled to retain all compensation from any paid appearances in addition to any compensation set forth herein, subject to and in accordance with the terms of Paragraph 9.0 below.

4.0 Employee Benefits

UNIVERSITY will provide COACH the opportunity to participate in benefit plans for health insurance, dental insurance, retirement, disability, and life insurance on a basis consistent with other UNIVERSITY employees of a similar status. Such benefits will be based upon COACH’s base annual salary as provided by UNIVERSITY, as defined in Paragraph 3.1.

5.0 Performance Incentives – Athletic Performance Goals

5.1 In recognition of exemplary performance and the additional work that is required for post-season games and events and as an incentive for COACH to achieve the goals described below, and since such additional work generally results in an influx of private gifts to the FOUNDATION, the FOUNDATION agrees within sixty (60) days after the game or event to pay to COACH the following supplemental payments:

Any, some, or all of the following three accomplishments shall entitle COACH to a supplemental payment of $20,000:

1. Regular season conference champion;
2. Conference tournament champion;
3. NCAA tournament participation.

The supplemental pay described above is not cumulative and shall be capped at $20,000.

COACH shall be entitled to additional cumulative supplemental payments for the following accomplishments:

1. WNIT participation = $10,000;
2. WNIT champion = $15,000;
3. Sweet 16 appearance in the NCAA tournament = $10,000
4. Final 4 appearance in the NCAA tournament = $25,000
5. Women’s NCAA champion = $50,000

5.2 The maximum supplemental pay COACH may earn during each basketball season pursuant to the provisions of paragraph 5.1 is $105,000. Any supplemental payment earned pursuant to this paragraph shall be payable within 60 days of earning from the FOUNDATION, solely from the athletic funds held by the FOUNDATION.

5.3 During post-season play, FOUNDATION may require COACH to be involved in its fundraising efforts, including activities involving sponsor and donor cultivation and solicitation which coordinate with tournament play (including special appearances at events and radio and television interviews) for which it will provide COACH with mutually agreed supplemental payments. In that regard, COACH accepts his role with the FOUNDATION as an independent contractor and agrees that the services provided pursuant to that role are in his capacity as an independent contractor, not an agent or employee of the UNIVERSITY or the FOUNDATION. Supplemental payments made to COACH from FOUNDATION shall not be considered earned income for the purpose of computation of benefits under Paragraph 4.0 above.
No withholdings will be made from these payments, and COACH shall be responsible for all applicable taxes.

6.0 Additional Benefits Package

6.1 COACH shall be entitled to a monthly stipend of $400 as reimbursement for use of his personal vehicle for University-related activities. This monthly stipend shall be payable solely from athletic funds held by the Louisiana Tech University Foundation and shall be payable directly from FOUNDATION to COACH.

6.2 For as long as a certain university benefactor makes memberships available to LOUISIANA TECH ATHLETICS at no cost to UNIVERSITY or FOUNDATION, COACH shall be entitled to golf and social club membership(s) at Squire Creek Country Club.

6.3 COACH shall be entitled to moving expenses payable by FOUNDATION, totaling no more than $10,000, upon submission of reasonable documentation of expenses.

7.0 Camps and Clinics

7.1 COACH may operate a camp for the teaching of athletic pursuits on UNIVERSITY property to the end of better utilization of the facilities and with suitable compensation paid to UNIVERSITY for the use of such facilities. The use of UNIVERSITY facilities will be determined by the availability of those facilities as established by the UNIVERSITY, provided, however, that COACH shall have first priority of use of said facilities if the facilities are available at the time COACH requests said use.

7.2 It is specifically agreed that in the operation of such camps, COACH acts for himself in his private capacity and not as an agent or employee of the UNIVERSITY and that this agreement constitutes merely a license to use the property and facilities subject to the conditions set forth in the athletic department camp policy or adopted by the UNIVERSITY
President and Athletics Council. COACH agrees to protect, indemnify and save harmless the UNIVERSITY from and against any and all expenses, damages, claims, suits, actions, judgments and costs whatsoever, including reasonable attorney’s fees, arising out of or in any way connected with any claim or action for property loss, personal injury or death during the operation of said camp activities solely to the extent arising out of COACH’s gross negligence or willful misconduct. COACH is an independent contractor during said camp activities and, as such, is licensed to use certain facilities of the UNIVERSITY. COACH, as a UNIVERSITY employee, will undertake to observe and require campers and its staff to conform to the general rules applicable to the use of UNIVERSITY facilities. This paragraph is designated to assure that nothing be done which is inconsistent with the maintenance of an educational campus environment and the character of a State institution which makes its facilities open to persons without discrimination.

8.0 Shoe and/or Apparel Contracts

UNIVERSITY shall receive and then pay to COACH any funds which he obtains for UNIVERSITY through his endorsements of shoe, apparel or equipment manufacturers. The benefits shall not be considered earned income for the purpose of computation of retirement benefits, and COACH shall be responsible for all applicable taxes. Any endorsement agreements must be approved in writing by the Director of Athletics, such approval not to be unreasonably withheld. If the UNIVERSITY negotiates a department-wide shoe or equipment contract, then all funds received through such contract will be retained by the UNIVERSITY. If the UNIVERSITY negotiates a department-wide shoe, apparel or equipment endorsement contract that requires COACH to terminate a shoe, apparel or equipment endorsement contract, then UNIVERSITY will compensate COACH the same amount as COACH would have received pursuant to his
negotiated shoe, apparel or equipment endorsement contract.

9.0 Outside Income-Subject to Compliance with Board Rules

9.1 COACH shall be prohibited from receiving athletically related benefits or compensation other than as previously described herein from any other source without prior written consent of UNIVERSITY, such consent not to be unreasonably withheld.

9.2 COACH shall be authorized to earn other revenue while employed by the UNIVERSITY, but such activities are independent of his UNIVERSITY employment, and the UNIVERSITY shall have no responsibility for any claims arising therefrom. COACH shall be entitled to retain revenue generated from his operation of basketball camps and/or basketball clinics in accordance with UNIVERSITY policy relating to camps or clinics conducted by Athletic Department personnel. All outside income will be subject to approval in accordance with the Board of Supervisors for the University of Louisiana System policies, such approval not to be unreasonably withheld.

9.3 COACH shall report annually in writing to the President on or before July 1st all athletically related income from sources outside the UNIVERSITY including, but not limited to, income from annuities, sports camps, housing benefits, complimentary ticket sales, television and radio programs and endorsement or consultation contracts with athletic shoe, apparel or equipment manufacturers or sellers, and the UNIVERSITY shall have reasonable access to all records of COACH to verify this report (NCAA Constitution Article 11.2.2).

10.0 Use of Image

COACH grants UNIVERSITY the right during the term of this agreement to use, and the right to grant to others use of, his name, nickname, initials, autograph, facsimile signature, voice, video or film portrayals, photographs, likeness, image, or facsimile image ("the Summitt
Image”) in any manner in connection with any reasonable radio and television services or endorsement or sponsorship contracts UNIVERSITY enters into for UNIVERSITY’s endorsement or COACH’s endorsement; provided, however, that any use of the Summitt Image pursuant to the terms hereof shall be subject to COACH’s review and prior approval (which approval shall not be unreasonably withheld), provided, further, that such use does not violate the terms of a commercial endorsement previously approved pursuant to Paragraph 8.0 or Paragraph 9.0, and provided, further, that all such uses of the Summitt Image must cease at the expiration or termination of COACH’s employment as the UNIVERSITY’s Women’s Basketball Head Coach.

11.0 Compliance with NCAA, Conference and University Rules

11.1 COACH shall abide by the rules and regulations of the NCAA, Conference and UNIVERSITY. If COACH is personally found to be in violation of NCAA regulations, COACH shall be subject to disciplinary or corrective action as set forth in the NCAA enforcement procedures (NCAA Constitution 11.2.1). COACH may be suspended for a period of time, without pay, or the employment of COACH may be terminated if COACH is found to be personally guilty of deliberate and serious material violations of NCAA, Conference and UNIVERSITY regulations (NCAA Constitution 11.2.1).

11.2 COACH shall also abide by state and federal laws, the State of Louisiana Code of Government Ethics, UNIVERSITY policies and regulations, and the policies and regulations of the University of Louisiana System. In public appearances he shall at all times conduct himself in a manner that befits a UNIVERSITY official and shall always attempt to create goodwill and a good image for the UNIVERSITY.

12.0 Women’s Basketball Staff
12.1 COACH may make hiring decisions regarding assistant basketball coaches and a basketball operations employee in his sole discretion subject to approval of the Director of Athletics and approval by the Board of Supervisors for the University of Louisiana System, such approvals not to be unreasonably withheld, conditioned or delayed.

12.2 COACH shall be given a salary pool of $265,000 annually to spend hiring the three assistant basketball coaches. COACH may make salary allotments in his sole discretion subject to approval of the Director of Athletics, such approval not to be unreasonably withheld, conditioned or delayed. As performance incentives for his three assistant coaches and one basketball operations employee, COACH shall be authorized to guarantee supplemental incentives of $10,000 each if the women's basketball team reaches the NCAA tournament; COACH shall be authorized to guarantee supplemental incentives of $5,000 each if the women's basketball team reaches the NIT Tournament. These supplemental incentives shall be paid solely from the athletic funds held by the Louisiana Tech University Foundation.

13.0 Termination

13.1 If COACH is terminated without cause during the term of the contract, as liquidated damages, the FOUNDATION shall pay COACH the Guaranteed Compensation for the remainder of the term of the contract. For purposes of this provision, “Guaranteed Compensation” means the annual base salary set forth in Paragraph 3.1 herein and radio and television compensation payable under 3.2, if any. These amounts shall be payable by the FOUNDATION solely through its athletic funds. The liquidated damages payment for the twelve (12) month period following termination shall be paid within 60 days of termination. Liquidated damaged due to COACH beyond such 12-month period shall be payable in the fiscal year following termination, but no later than April 1 of such year. FOUNDATION, in its sole
discretion, may accelerate payments due to COACH. These payments shall not be subject to any mitigation.

13.2 In the event COACH terminates the contract without cause during the term of the contract, as liquidated damages, COACH will pay the FOUNDATION the following amounts as liquidated damages:

- If terminated by COACH prior to April 1, 2015, COACH shall owe $250,000;
- If terminated by COACH prior to April 1, 2016, COACH shall owe $200,000;
- If terminated by COACH prior to April 1, 2017, COACH shall owe $150,000;
- If terminated by COACH prior to April 1, 2018, COACH shall owe $100,000;
- If terminated by COACH prior to April 1, 2019, COACH shall owe $50,000.

Liquidated damages due to FOUNDATION shall be paid within 60 days of termination.

13.3 Just cause for termination of COACH by the UNIVERSITY shall include the following: COACH’s material violation or gross disregard of state or federal laws which results in his indictment (not to include misdemeanor traffic offenses), or any material violation by COACH of a major NCAA or conference regulation or any material violation by him of University or Athletics policies or procedures, provided in all cases listed above that COACH has been given seven (7) days to cure said material violation, if curable. No damages shall be due if termination is for just cause.

13.4 If COACH terminates the contract, or if the contract is terminated for cause, neither the UNIVERSITY nor the FOUNDATION shall be liable for any payments or benefits after the date of termination, except for amounts previously earned (including supplemental payments) but not yet paid.

13.5 COACH may be terminated at any time due to financial circumstances in which the UNIVERSITY or the University of Louisiana System has declaration of financial exigency. In the event of such termination, COACH will receive as liquidated damages sums payable to
COACH pursuant to Paragraph 3.2 for the remainder of the term of the contract. Such sum shall be payable by the FOUNDATION solely through its athletic funds and shall be paid within 60 days of termination. All compensation, including salary, benefits, and other remuneration incidental to employment cease upon termination.

13.6 This agreement may be terminated one hundred eighty (180) consecutive calendar days after the later of (i) the date COACH becomes permanently disabled (as defined herein) or (ii) the date COACH first receives payment of benefits under any disability insurance plan in which he may be enrolled. "Permanently disabled" shall mean physical or mental incapacity of a nature that prevents COACH from performing his duties under this agreement for a period of one hundred twenty (120) consecutive calendar days, as determined by a physician mutually acceptable to the UNIVERSITY and COACH (or, in the event that UNIVERSITY and COACH cannot agree on a medical doctor, then each of UNIVERSITY and COACH will select a medical doctor and the two doctors will select a third medical doctor who will be the approved medical doctor for this purpose). If this agreement is terminated because COACH becomes permanently disabled, all salary, compensation, benefits, and perquisites shall terminate, except that COACH shall receive any disability benefits to which he is entitled under any disability program in which he is enrolled.

13.7 This agreement shall terminate automatically upon the death of COACH, and all salary, compensation, benefits, and perquisites shall terminate as of the calendar month in which death occurs, provided that COACH’s personal representatives or other designated beneficiary shall be paid any death benefits due to COACH under any applicable UNIVERSITY policy now in effect or hereafter adopted by UNIVERSITY; and provided further that COACH’s personal representative(s) or other designated beneficiary shall receive a pro-rata share through the date of
COACH’s death of the next installments due of annual base salary and compensation under Paragraph 3.1 and Paragraph 3.2, if any.

13.8 Prior to termination of COACH, UNIVERSITY will obtain approval from the President of the University of Louisiana System.

14.0 Notice of Breach; Choice of Forum

In the event any dispute arises between the parties concerning this agreement, the party alleging a breach by the other must give written notice to the other detailing the alleged dispute or breach 60 days prior to initiating legal action. If a lawsuit is filed concerning a dispute over this agreement, such suit must be filed in Lincoln Parish, Louisiana, and the prevailing party is entitled to recover reasonable attorney’s fees in addition to any other relief awarded by the court.

15.0 Invalid Provisions

If any provision or provisions hereof shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or provisions to alter the bounds thereof in order to render it valid and enforceable.

16.0 Notice Provision

Any notice provided for herein shall be in writing and shall be deemed to have been given when delivered personally to the party who is to receive such notice or three (3) days after it is mailed by U.S. registered, certified, or first-class mail to such party.

Unless hereinafter changed by written notice to COACH, any notice to the UNIVERSITY shall be sent to:

Tommy McClelland  
Athletics Director

With copy to:  
Jennifer Riley
17.0 Merger Clause/No Oral Modification

This agreement constitutes and expresses the entire agreement and understanding of the parties regarding any employment of COACH by the UNIVERSITY and regarding any of the matters or things therein provided or previously discussed or mentioned in reference to such employment. There are no oral, written or other contracts, understandings, letter agreements, promises or representations between the parties regarding the subject matter of these agreements. This agreement cannot be changed, modified or amended except by written instrument signed by both parties.
CONTRACT OF EMPLOYMENT:
WOMEN'S BASKETBALL HEAD COACH

SIGNATURE PAGE

[Signature]
LESLIE K. GUICE
PRESIDENT
LOUISIANA TECH UNIVERSITY

[Signature]
THOMAS H. McCLELLAND, H
DIRECTOR OF ATHLETICS
LOUISIANA TECH UNIVERSITY

[Signature]
ROSS TYLER SUMMITT
WOMEN'S BASKETBALL HEAD COACH

[Signature]
JACK E. BYRD, JR.
PRESIDENT
LOUISIANA TECH UNIVERSITY
FOUNDATION, INC.

Approved by the Board of Supervisors of the University of Louisiana System at its meeting on the ________ day of ________________________, 2014.

________________________
SECRETARY
BOARD OF SUPERVISORS
Item G.9. Northwestern State University’s request for approval of a contract with Mr. Lane Burroughs, Head Baseball Coach, effective July 1, 2014.

EXECUTIVE SUMMARY

Under the proposed four-year agreement, effective through June 30, 2018, the Coach’s salary for each year is $75,000, payable in 26 equal installments. During the time of employment as head coach, Coach will also have the opportunity to earn salary supplements as a result of promotional activities for the Demons Unlimited Foundation. The potential supplements/incentives are as follows:

- Coach will receive a housing stipend of $2,500 per month on an as funds available basis, retroactive to July 1, 2014.

- Coach will receive use of a vehicle from a dealership for personal and business use as arranged by the Demons Unlimited Foundation and if use of the vehicle is discontinued, coach will receive a $500 per month car stipend.

- Coach will receive use of a cell phone, including data and texting plan, with an approximate annual value of $1,000.

- Coach will receive $2,000 for promotional appearances in the event he wins the regular season conference championship or if his team is selected to play in the NCAA Tournament.

- Coach will receive additional payments for marketing, promotional and fundraising opportunities that result from the advancement of the baseball team in NCAA postseason competition as follows:
  - Coach will receive $7,500 if his NSU team advances to an NCAA Super Regional;
  - Coach will receive $10,000 should his team advance to the College World Series;
  - COACH will receive $15,000 should his team win the NCAA national championship.

- Coach shall receive $1,500 for promotional and/or appearances should he be selected as “Southland Conference or Louisiana Coach of the Year.”
Coach is also eligible to receive a $1,000 marketing incentive payment for academic success as defined by University Athletic Department policy.

If the University terminates the agreement without cause, Coach shall be entitled to 75% of the base salary that he would have earned in the years remaining in the contract, less compensation received by the Coach from any other employment. The University is responsible for the current fiscal year compensation, through the end of the fiscal year (June 30). The Demons Unlimited Foundation is responsible for the remaining months in the agreement (the next July 1 through expiration).

In the event Coach terminates the contract without cause, Coach would be liable to the University for liquidated damages in the following manner:

- If after June 30, 2014 but before June 30, 2015--$35,000
- If after June 30, 2015 but before June 30, 2016--$25,000
- If after June 30, 2016 but before June 30, 2017--$10,000
- If after June 30, 2017--No amount due

The University and the Demons Unlimited Foundation have combined this agreement into one joint employment agreement.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University's request for approval of a contract with Mr. Lane Burroughs, Head Baseball Coach, effective July 1, 2014.
July 30, 2014

Dr. Sandra Woodley, President
University of Louisiana System
1201 North Third St., Suite 7-300
Baton Rouge, LA 70802

Re: Head Baseball Coach Contract - Lane Burroughs

Dear Dr. Woodley:

Northwestern State University is submitting the attached Head Baseball Coach Contract - Lane Burroughs to be placed on the agenda for the August 2014 Board meeting.

Thank you for your consideration of this request.

Sincerely,

[Signature]

Randall J. Webb
President

RJW/pc

Attachment
NORTHWESTERN STATE UNIVERSITY

CONTRACT OF EMPLOYMENT
for THOMAS LANE BURROUGHS

STATE OF LOUISIANA

PARISH OF NATCHITOCHES

THIS AGREEMENT, made and entered into as of this 27th day of June, 2014, by and between Northwestern State University (hereinafter "University") represented by Dr. Randall J. Webb, President, the Demons Unlimited Foundation (hereinafter “Foundation”) and Thomas Lane Burroughs (hereinafter “Lane Burroughs”), Head Baseball Coach of Northwestern State University. This agreement is subject to the approval of the Board of Supervisors of the University of Louisiana System, the management board for Northwestern State University. This agreement replaces all previous contracts and amendments to those contracts.

WITNESSETH:

WHEREAS, the University requires the services of a Head Baseball Coach and has selected the Coach to perform those services,

NOW, THEREFORE, the parties agree as follows:

1. **EMPLOYMENT**

   The University does hereby employ Lane Burroughs as Head Baseball Coach at Northwestern State University, and Lane Burroughs does hereby accept said employment and agrees to perform all those services pertaining to Head Baseball Coach as prescribed by the University through the President and the Director of Athletics.

   1.1. Coach shall be responsible, and shall report, directly to Northwestern State University’s Director of Athletics (the “Director”) and shall confer with the Director or the Director’s designee on all administrative and technical matters. Coach shall also be under the general supervision of Northwestern State University’s President.

   1.2. Coach shall manage and supervise the team and shall perform such other duties in Northwestern State University’s athletic program as the Director may assign.

   1.3. Coach agrees to represent Northwestern State University positively in public and private forums and shall not engage in conduct that reflects adversely on Northwestern State University or its athletic programs.

2. **TERM**

   The employment under the terms of this contract shall be for the period July 1, 2014 to June 30, 2018, subject to approval of the University Of Louisiana Board Of Supervisors.

3. **UNIVERSITY SALARY**

   The University shall pay the Head Coach an annual salary payable in 26 equal installments as follows:
NSU Head Baseball Coach Contract
Thomas Lane Burroughs
Page 2

First Year of Contract
Seventy-five Thousand ($75,000) Dollars payable in 26 equal installments:

Second Year of Contract
Seventy-five Thousand ($75,000) Dollars payable in 26 equal installments:

Third Year of Contract
Seventy-five Thousand ($75,000) Dollars payable in 26 equal installments:

Fourth Year of Contract
Seventy-five Thousand ($75,000) Dollars payable in 26 equal installments:

3.1. The University does not guarantee amounts due under this contract beyond the current year of performance. Should the contract be terminated for any reason, amounts due shall be in accordance with Section 9.

3.2. The Coach may be eligible for cost of living or merit pay increases in addition to the stated base salary. The Coach is also subject to pay adjustments according to economic circumstances that affect all employees in the unclassified state services.

4. EMPLOYEE BENEFITS

The Coach shall participate in the mandatory employee benefit plans and be eligible for optional employee benefit plans as would any other University unclassified employee based upon his annual University salary only.

5. CAMPS AND CLINICS

5.1 Coach Burroughs may operate and receive additional compensation for camps/clinics as outlined in the athletic department’s policy regulating camps and clinics.

a. All revenues from university camps/clinics will be deposited into Coach Burroughs’ university camp budget. After all expenses are met, Coach Burroughs may be compensated up to the amount of surplus remaining in the account, or use the profits to pay his assistant coaches, supplement his university baseball operating budget, or a combination of the three, at his discretion.

b. Camps operated through the university camp budget will not be subject to facility fees.

c. Conducting camps and clinics is considered a part of Coach Burroughs’ job description related to promoting the University and the athletic department; thus, Coach Burroughs will not be required to take leave while conducting camps run through the University camp budget.

d. Coach Burroughs’ camp budget will be charged for a personal injury insurance policy approved by the University for camp/clinic participants.
e. The Director of Athletics will be the administrative officer of the University who will be advised by the coach of any problems or questions which may arise out of the operation of the camps.

5.2 Private Camps

a. Coach may operate a camp for the teaching of athletic pursuits on University property to the end of better utilization of the facilities and with suitable compensation paid to the University for the use of such facilities. The use of University facilities will be determined by the availability of those facilities as established by University policy.

b. It is specifically agreed that in the operation of such camps, Coach acts for himself in his private capacity and not as an agent or employee of the University and that this agreement constitutes merely a license to use the property and facilities subject to the conditions hereafter stated.

- Special set-ups or changes in original set-up of facilities will be taken care of by the Coach with no cost to the University.
- The Coach agrees to pay the University all out-of-pocket costs incurred by the University in making the facilities available for the camps.
- The Coach agrees to secure a policy of insurance in a company approved by the University’s Risk Management Office under which the Board of Supervisors of the University of Louisiana System, the University, and its agents and servants, are named as the insured (or as an additional insured) which provides:
  - Workers’ Compensation and Employers Liability: Workers Compensation limits are required by the Labor Code of the State of Louisiana and Employers Liability coverage if Coach hires any employees to work at such camps and clinics.
  - Comprehensive General Liability: $1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage.

- Annual leave must be requested to cover the dates of the camp operation for all University personnel involved.
- Complete records will be maintained regarding income and expenditures associated with said camp and available for verification by University auditors.
- The Coach agrees to protect, indemnify and save harmless the University from and against any and all expenses, damages, claims, suits, actions, judgments and costs whatsoever, including reasonable attorney’s fees, arising out of or in any way connected with any claim or action for property loss, personal injury or death during the operation of said camp activities.
- The Coach is an independent contractor during said camp activities and, as such, is licensed to use certain facilities of the University. The Coach, as a university employee, will undertake to observe and require campers and its staff to conform to the general rules applicable to the use of University facilities. This paragraph is designated to assure that nothing be done which is inconsistent with the maintenance of an educational campus environment and the character of a State institution which makes its facilities open to persons without discrimination.

c. The Director of Intercollegiate Athletics will be the administrative officer of the University who will be advised by the Coach of any problems or questions which may arise out of the operation of summer camps.
6. FOUNDATION SERVICES

During the time of employment as head coach, Coach Burroughs will also have the opportunity to earn salary supplements as a result of promotional activities for the Demons Unlimited Foundation. The Foundation will compensate Coach Burroughs separately for his appearances and promotional activities in support of its fundraising and marketing efforts. These payments, made through the university’s payroll system, are subject to all mandatory withholdings and are inclusive of retirement and Medicare payments. Supplemental payments based on incentive clauses are to be paid no later than the conclusion of the financial quarter immediately following the one in which the incentive payment was earned. The potential supplements/incentives are as follows:

- COACH will receive a housing stipend of $2,500 per month on an as funds available basis, retroactive to the date reflected in Section 2 (Term) of this contract.

- COACH will receive use of a vehicle from a dealership for personal and business use as arranged by the Demons Unlimited Foundation and if use of the vehicle is discontinued, coach will receive a $500 per month car stipend.

- COACH will receive use of a cell phone, including data and texting plan, with an approximate annual value of $1,000.

- COACH will receive $2,000 for promotional appearances in the event he wins the regular season conference championship or if his team is selected to play in the NCAA Tournament.

- COACH will receive additional payments for marketing, promotional and fundraising opportunities that result from the advancement of the baseball team in NCAA postseason competition as follows:
  - Coach will receive $7,500 if his NSU team advances to an NCAA Super Regional;
  - Coach will receive $10,000 should his team advance to the College World Series;
  - COACH will receive $15,000 should his team win the NCAA national championship.

- COACH shall receive $1,500 for promotional and/or appearances should he be selected as “Southland Conference or Louisiana Coach of the Year.”

- COACH is also eligible to receive a $1,000 marketing incentive payment for academic success as defined by University Athletic Department policy. This payment will be for use of the Coach’s name and likeness in Foundation material or literature promoting the academic achievements of the team.
7. **OUTSIDE INCOME**

The Coach shall be authorized to earn other revenue while employed by the University but such activities are independent of his University employment and the University shall have no responsibility for any claims arising there from. All outside income will be subject to approval in accordance with the Board of Supervisors for the University of Louisiana System policies.

Coach shall report annually in writing to the President through the Athletic Director on July 1st of each year all athletically related income received from sources outside the University. The University shall have reasonable access to all records of Coach to verify this report (NCAA Constitution Article 11.2.2).

8. **STANDARDS OF CONDUCT AND COMPLIANCE WITH NCAA AND CONFERENCE REGULATIONS**

Coach shall abide by the rules and regulations of the NCAA, Conference and University rules. If Coach is personally found to be in violation of NCAA regulations, Coach shall be subject to disciplinary or corrective action as set forth in the NCAA enforcement procedures (NCAA Constitution 11.2.1). Coach may be suspended for a period of time, without pay, or employment of Coach may be terminated if Coach is found to be personally guilty of deliberate and serious violations of NCAA, Conference and University regulations (NCAA Constitution 11.2.1).

Coach shall also abide by the State of Louisiana Code of Government Ethics, University Policy and Regulations, federal laws, other state laws and the policies and regulations of the University of Louisiana System. In public appearances he shall at all times conduct himself in a manner that befits a University official and shall always attempt to create goodwill and a good image for the University.

9. **TERMINATION**

**Termination Without Cause:** Either party may terminate this agreement without just cause prior to the expiration of its terms by giving thirty (30) days written notice to the other party. Prior to termination of coach, the University will obtain approval from the President of the University of Louisiana System. If the University terminates the agreement without cause, the Coach shall be entitled to 75% of the base salary that he would have earned in the years remaining in the contract, less compensation received by the Coach from any other employment. The University would be responsible for the current fiscal year compensation, through the end of the fiscal year (June 30th). The Demons Unlimited Foundation would be responsible for the remaining months in the agreement (the next July 1 through expiration). In the event Coach Burroughs terminates the Contract without cause, Coach Burroughs would be liable to the University for Liquidated Damages in the following manner:

- If after June 30, 2014 but before June 30, 2015 – Thirty-five Thousand ($35,000) Dollars
- If after June 30, 2015 but before June 30, 2016 – Twenty-Five Thousand ($25,000) Dollars
- If after June 30, 2016 but before June 30, 2017 – Ten Thousand ($10,000) Dollars
- If after June 30, 2017 – No amount due.

Failure to make reasonable efforts to secure employment shall be cause for termination of this agreement, and release of the University and Demons Unlimited Foundation of any obligations to make further payments.
Termination For Cause: Should Coach’s contract be terminated for just cause, the University shall not be liable for any payments or benefits specified in this agreement past the effective date of termination. Just cause for termination shall include, but not be limited to, violation or gross disregard of state or federal laws, NCAA or conference regulations or university policies or procedures.

Coach may be terminated by the University for Cause at any time for the following:

- Misconduct, including but not limited to: hostile workplace violations, documented acts of moral turpitude, acts of violence and aggression, and insubordination.
- Misconduct that: (1) violates state or university ethics laws, rules or regulations; (2) offends the ethics or traditions of the university; or (3) brings discredit or harm to the reputation of the university.
- Acts of violence or personal conduct, or condoning or encouraging employees or student athletes in such conduct, which may not warrant criminal prosecution, but result in public disrepute, contempt, scandal or ridicule that reflects unfavorably upon the reputation or mission of the university.
- Substantial and manifest incompetence.
- Violation or gross disregard of state or federal laws.
- Deliberate and serious violations of NCAA, conference, or UNIVERSITY rules, regulations, policies or procedures.
- Failure to promote an atmosphere of compliance pursuant to NCAA Bylaw 11.1.2.1.
- Unethical conduct pursuant to NCAA 10.1.

Termination for Financial Exigency: Coach may be terminated at any time due to the financial circumstances in which the University and/or the University of Louisiana System has declaration of financial exigency. Such a termination can be based on consideration of budgetary restrictions, and priorities for maintenance of program and services. In the event of such termination, coach will receive six (6) months’ notice of termination or six (6) months regular pay in lieu of such notice. All compensation, including salary, benefits, and other remuneration incidental to employment, cease upon termination.

10. ASSOCIATE/ASSISTANT COACHES

The Coach shall have the authority to select the associate and assistant coaches with consent of the Athletic Director, President and approval of the Board of Supervisors. Associate and assistant coaches shall be appointed as University unclassified employees.

11. UNIVERSITY FUNDRAISING

All fundraising activities by the coach must be pre-approved by the Athletic Director, or his designee, to ensure that such activities are in compliance with University policies.

12. AMENDMENT Extension

This Contract may be amended and/or extended by the mutual consent of the parties, and approved by the Board.
13. **SEVERABILITY**

Neither party shall be considered in default performance of his or its obligations under this Agreement if such performance is prevented or delayed by Force Majeure. "Force Majeure" shall be understood to be any cause which is beyond the reasonable control of the party affected and which is forthwith, by notice from the party affected, brought to the attention of the other party, including but not limited to war, hostilities, revolution, civil commotion, strike, lockout, epidemic, accident, fire, wind or flood or any requirements of law, or an act of God.

14. **FORCE MAJEURE**

If any provision of this Agreement shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or to alter the bounds thereof in order to render it valid and enforceable.
IN WITNESS WHEREOF, the parties have executed this act in the presence of the undersigned competent witnesses.

WITNESSES:

[Signatures]

NORTHEASTERN STATE UNIVERSITY

BY

THOMAS LANE BURROUGHS, Head Baseball Coach

BY

GREGORY S. BURKE, Director of Athletics

BY

KENNY KNOTTS, President Demons Unlimited Foundation

BY

DR. RANDALL WEBB, President Northwestern State University

BY

DR. SANDRA WOODLEY, President University of Louisiana Board of Supervisors
BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM

FINANCE COMMITTEE

August 22, 2014

Item G.10. Northwestern State University’s request for approval of an amendment to a contract with Mr. Donald Pickett, Head Softball Coach, effective August 22, 2014.

EXECUTIVE SUMMARY

The University entered into the original agreement effective August 20, 2013. This amendment changes Section 6 of the original agreement. During the time of employment, Coach will also have the opportunity to earn salary supplements as a result of promotional activities for the Demons Unlimited Foundation. The Foundation will compensate Coach separately for his appearances and promotional activities in support of its fundraising and marketing efforts. These payments, made through the University’s payroll system, are subject to all mandatory withholdings and are inclusive of retirement and Medicare payments. Supplemental payments based on incentive clauses are to be paid no later than the conclusion of the financial quarter immediately following the one in which the incentive payment was earned. The potential supplements/incentives are as follows:

- Coach will receive a vehicle stipend of $566 per month on an as funds available basis to support his travel to Foundation events.

- Coach will receive $2,000 for promotional appearances in the event he wins the regular season conference championship or if his team is selected to play in the NCAA Regionals.

- Coach will receive use of a cell phone, including data and texting plan, with an approximate annual value of $1,000.

- Coach will receive additional payments for marketing, promotional and fundraising opportunities that result from the advance of the softball team in NCAA postseason competition as follows:
  - $7,500 if NSU team should advance to an NCAA Super Regional.
  - $10,000 if NSU team should advance to the College World Series.
  - $15,000 if NSU team should win the NCAA national championship.

- Coach will receive $10,000 for promotional appearances/activities in the event the team advances to the College World Series.

- Coach will receive $1,500 for promotional appearances/activities in the event he is selected as “Southland Conference or Louisiana Coach of the Year.”
Coach is also eligible to receive a $1,000 payment in the event the team achieves “academic success” as defined by University Athletic Department policy. This payment will be for use of the Coach’s name and likeness in Foundation material or literature promoting the academic achievements of the team.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University’s request for approval of an amendment to a contract with Mr. Donald Pickett, Head Softball Coach, effective August 22, 2014.
July 30, 2014

Dr. Sandra Woodley, President
University of Louisiana System
1201 North Third St., Suite 7-300
Baton Rouge, LA 70802

Re:    Head Softball Coach - Donald Pickett, Contract Amendment

Dear Dr. Woodley:

Northwestern State University is submitting the attached contract amendment for Head Softball Coach - Donald Pickett to be placed on the agenda for the August 2014 Board meeting.

Thank you for your consideration of this request.

Sincerely,

[Signature]
Randall J. Webb
President

RJW/pc

Attachment
EMPLOYMENT AMENDMENT
HEAD SOFTBALL COACH

STATE OF LOUISIANA
PARISH OF NATCHITOCHES

The Amendment is made and entered into on this 22nd day of August, 2014, between the Demons Unlimited Foundation (hereinafter referred to as "Foundation"); Northwestern State University, through its President Dr. Randall J. Webb (hereinafter referred to as the "University" or "NSU"); and Donald Pickett (hereinafter referred to as "Coach"). This Agreement is subject to the approval of the Board of Supervisors of the University of Louisiana System, the management board for Northwestern State University.

Whereas, NSU and Coach entered into an original agreement effective August 20, 2013, whereby NSU agreed to employ and Coach accepted employment as the Head Softball Coach of NSU under such terms and conditions as set forth within.

Whereas, the parties now desire to amend the aforesaid Agreement:

Now, therefore, in consideration of the promises herein contained and for other good and valuable consideration, the parties agree as follows:

I. TERM: Section 6.0 shall be amended to include:

During the time of employment as co-head coach, Coach will also have the opportunity to earn salary supplements as a result of promotional activities for the FOUNDATION. The Foundation will compensate Coach separately for his appearances and promotional activities in support of its fundraising and marketing efforts. These payments, made through the university’s payroll system, are subject to all mandatory withholdings and are inclusive of retirement and Medicare payments. Supplemental payments based on incentive clauses are to be paid no later than the conclusion of the financial quarter immediately following the one in which the incentive payment was earned. The potential supplements/incentives are as follows:

- Coach will receive a vehicle stipend of $566 per month on an as funds available basis to support his travel to Foundation events.
- Coach will receive $2,000 for promotional appearances in the event he wins the regular season conference championship or if his team is selected to play in the NCAA Regionals.
- Coach will receive use of a cell phone, including data and texting plan, with an approximate annual value of $1,000.
- Coach will receive additional payments for marketing, promotional and fundraising opportunities that result from the advance of the softball team in NCAA postseason competition as follows:
  - $7,500 if NSU team should advance to an NCAA Super Regional.
  - $10,000 if NSU team should advance to the College World Series.
  - $15,000 if NSU team should win the NCAA national championship.
- Coach will receive $10,000 for promotional appearances/activities in the event the team advances to the College World Series.
• Coach will receive $1,500 for promotional appearances/activities in the event he is selected as "Southland Conference or Louisiana Coach of the Year."

• Coach is also eligible to receive a $1,000 payment in the event the team achieves "academic success" as defined by University Athletic Department policy. This payment will be for use of the Coach's name and likeness in Foundation material or literature promoting the academic achievements of the team.

This Amendment is effective July 1, 2014 and thereafter, unless amended. All other terms and conditions contained in the Agreement shall remain unchanged and in full force and effect, except by necessary implication.

IN WITNESS WHEREOF, Coach and the duly authorized representatives of University and Foundation have executed this Agreement as of the date first written above.

WITNESSES:

DONALD PICKETT, Head Softball Coach

GREGORY S. BURKE, Director of Athletics

KENNY KNOTTS, Demons Unlimited Foundation

DR. RANDALL J. WEBB, President
Northwestern State University

DR. SANDRA WOODLEY, President
University of Louisiana System