AGENDA
ATHLETIC COMMITTEE
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM
*10:45 a.m., Friday, September 9, 2016**
Room 100, “Louisiana Purchase Room”
Claiborne Conference Center
1201 North Third Street
Baton Rouge, Louisiana

MEMBERS:
Mr. James Carter, Chair
Dr. John Condos, Vice Chair
Ms. Pamela Egan
Dr. Kelly Faircloth
Mr. Shawn Murphy
Mr. Mark Romero
Mr. Carl Shetler

A. Call to Order
B. Roll Call
C. Consent Agenda:

Board Agenda Item G.1.
Grambling State University’s request for approval of a contract with Mr. Shawn Walker, Head Men’s Basketball Coach, effective July 1, 2016.

Board Agenda Item G.2.
Louisiana Tech University’s request for approval of a contract with Mr. Eric Konkol, Head Men’s Basketball Coach, effective August 23, 2016.

Board Agenda Item G.3.
Louisiana Tech University’s request for approval of a contract with Mr. Thomas H. McClelland, Athletic Director, effective August 1, 2016.

Board Agenda Item G.4.
Louisiana Tech University’s request for approval of a contract with Ms. Brooke Stoehr, Head Women’s Basketball Coach, effective April 18, 2016.

** Executive Session, pursuant to R.S. 42:17, may be required.
Board Agenda Item G.5.

McNeese State University’s request for approval of a contract with Mr. James E. Landreneau, Head Women’s Softball Coach, effective July 1, 2016.

Board Agenda Item G.6.

Northwestern State University’s request for approval of a contract with Mr. Bobby Barbier, Head Baseball Coach, effective June 28, 2016.

Board Agenda Item G.7.

Southeastern Louisiana University’s request for approval of a contract with Mr. James Matthew Riser, Head Men’s Baseball Coach, effective July 1, 2016.

Board Agenda Item G.8.

University of Louisiana at Lafayette’s request for approval of an amendment to the contractual agreement with Mr. Mitch Rodrigue, Assistant Football Coach/Offensive Line, effective August 2, 2016.

Board Agenda Item G.9.

University of Louisiana at Monroe’s request for approval of a contract with Mr. Ryan Cross, Assistant Basketball Coach, effective September 1, 2016.

Board Agenda Item G.10.

University of Louisiana at Monroe’s request for approval of a contract with Mr. J.D. Malone, Head Track and Field/Cross Country Coach, effective September 1, 2016.

Board Agenda Item G.11.

University of Louisiana at Monroe’s request for approval of amendments to the contractual agreement with Mr. Brian Wickstrom, Athletic Director, effective June 29, 2016.

D. Other Business

E. Adjournment
Item G.1. Grambling State University’s request for approval of a contract with Mr. Shawn Walker, Head Men’s Basketball Coach, effective July 1, 2016.

EXECUTIVE SUMMARY

Under the one-year agreement, effective through June 30, 2017, Coach’s annual salary is $120,000.

In the event the University terminates the contract without cause, Coach shall be entitled to the base salary that he would have earned for the remainder of the contract year. In the event Coach terminates the contract without cause to become a men’s basketball coach, Coach would be liable to the University for liquidated damages of 50 percent of the amount of base salary for the contract year.

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 of a contract with Mr. Shawn Walker, Head Men’s Basketball Coach, effective July 1, 2016.
Item G.2. Louisiana Tech University’s request for approval of a contract with Mr. Eric Konkol, Head Men’s Basketball Coach, effective August 23, 2016.

EXECUTIVE SUMMARY

This agreement is for the period from August 23, 2016 through March 31, 2021. During this period Coach will receive an annual base salary of $150,000 from the University. The Louisiana Tech University Foundation shall pay Coach the sum of $250,000 annually, to be made in equal monthly payments during the period of this agreement for his role in the Louisiana Tech Radio Network and for Coach’s role as a fundraiser for Louisiana Tech Athletics and Louisiana Tech Men’s Basketball.

Louisiana Tech University Foundation shall pay performance incentives to Coach as follows:

- Any, some, or all of the following three accomplishments shall entitle Coach to a supplemental payment of $25,000 (total capped at $50,000):
  - Regular season conference champion
  - Conference tournament champion
  - At-large NCAA tournament participation

- Coach shall be entitled to a supplemental payment of $15,000 if the team qualifies and participates in the National Invitation Tournament. Coach will receive an additional $10,000 if team reaches the Final 4 of the NIT.

- Coach shall be entitled to cumulative supplemental payments for the following:
  - $25,000 for a Sweet 16 appearance in the NCAA tournament
  - $25,000 for an Elite 8 appearance in the NCAA tournament
  - $50,000 for a Final 4 appearance in the NCAA tournament
  - $50,000 if team is NCAA champion

- Maximum payable under these provisions during each basketball season is $200,000.

If the University terminates this agreement without cause, the Louisiana Tech University Foundation shall pay Coach the amount of Guaranteed Compensation for the remainder of the term of the contract (defined as base salary and the radio and television component).
In the event Coach terminates the contract without cause, he will be liable to the Foundation for the following amounts:

- If prior to April 1, 2017, Coach shall be liable to the Foundation for liquidated damages in the amount of $375,000.
- If prior to April 1, 2018, Coach shall be liable to the Foundation for liquidated damages in the amount of $325,000.
- If prior to April 1, 2019, Coach shall be liable to the Foundation for liquidated damages in the amount of $300,000.
- If prior to April 1, 2020, Coach shall be liable to the Foundation for liquidated damages in the amount of $200,000.
- If prior to April 1, 2021, Coach shall be liable to the Foundation for liquidated damages in the amount of $100,000.

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

**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. Eric Konkol, Head Men’s Basketball Coach, effective August 23, 2016.
Item G.3. Louisiana Tech University’s request for approval of a contract with Mr. Thomas H. McClelland, Athletic Director, effective August 1, 2016.

EXECUTIVE SUMMARY

Under the proposed five-year agreement, effective through July 31, 2021, Athletic Director’s annual salary is $140,000. The agreement also stipulates that the Louisiana Tech University Foundation (Foundation) will pay Athletic Director a premium benefit of $108,000 per year for his role as a fundraiser for the Foundation, and to promote Louisiana Tech’s athletic programs. In addition, the Foundation agrees to pay the Athletic Director the following supplemental payments, capped at $15,000 per contract year:

- In the event the Louisiana Tech University Football team should participate in one of the New Year’s Six Bowls (the Rose Bowl, the Sugar Bowl, the Orange Bowl, the Cotton Bowl, the Fiesta Bowl, or the Peach Bowl), Athletic Director will be paid $15,000 in the month following the conclusion of the bowl game for Athletic Director’s appearance at promotional and fundraising activities;

- In the event the Louisiana Tech University Men’s Basketball team should participate in the NCAA Tournament, Athletic Director will be paid $5,000 in the month following the conclusion of the NCAA Tournament for Athletic Director’s appearance at promotional and fundraising activities;

- In the event the Louisiana Tech University Women’s Basketball team should participate in the NCAA Tournament, Athletic Director will be paid $5,000 in the month following the conclusion of the NCAA Tournament for Athletic Director’s appearance at promotional and fundraising activities; and

- In the event the Louisiana Tech University Men’s Baseball team should participate in the NCAA Super Regional Tournament, Athletic Director will be paid $5,000 in the month following the conclusion of the NCAA Super Regional Tournament for Athletic Director’s appearance at promotional and fundraising activities.

As an additional component of Athletic Director’s complete salary package, and in an effort to retain his services and encourage growth and continuity in leadership for the Athletics Department, he shall be entitled to participate and vest in a non-qualifying deferred compensation plan with payments made by the Foundation to an account on behalf of Athletic Director as follows:
• $10,000 to be placed in a deferred compensation account on August 1, 2017 and on 2018;
• $15,000 to be placed in a deferred compensation account on August 1, 2019 and on 2020;
• $20,000 to be placed in a deferred compensation account on August 1, 2021.

Athletic Director will be given the opportunity to earn revenue generation supplemental payments from the Foundation of up to $10,000 per contract year if certain fundraising goals are met for each fiscal year.

In the event the University terminates this agreement without cause prior to the last 18 months of the contract, the Foundation, solely through its athletics funds, shall be liable to Athletic Director for the payment of 18 months’ salary, both the University and Foundation portions. In the event the University terminates this agreement without cause during the last 18 months of the contract, the Foundation shall be liable to Athletic Director for remaining salary payments due, both the University and Foundation portions.

In the event that the Athletic Director accepts employment as an athletic director at another college or university or accepts employment elsewhere during the term of this contract, Athletic Director shall pay the Foundation certain amounts as stipulated for each year in the contract.

The University and the Foundation have a joint agreement with the Athletic Director.

**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. Thomas H. McClelland, Athletic Director, effective August 1, 2016.
Item G.4. Louisiana Tech University’s request for approval of a contract with Ms. Brooke Stoehr, Head Women’s Basketball Coach, effective April 18, 2016.

EXECUTIVE SUMMARY

This agreement is for the period from April 18, 2016 through April 17, 2022. During this period, Coach will receive an annual salary of $175,000, payable monthly, for each of the six years. In addition, the Louisiana Tech University Foundation (Foundation) through its athletic funds shall pay Coach the following amounts, through equal monthly payments during the period of this agreement for Coach’s role in the Louisiana Tech Radio Network and as a fundraiser for the Louisiana Tech Women’s Basketball Program: $31,000 for the first year, which will be increased by $10,000 a year until Coach reaches a maximum of $71,000.

Coach is eligible for the following:

- If Coach achieves either of the following accomplishments, Coach will earn a maximum $20,000 supplemental payment:
  - Regular season conference champion
  - Conference tournament champion

- Coach shall be entitled to a supplemental payment of $5,000 if the women’s basketball team qualifies and participates in the National Invitation Tournament. Coach shall be entitled to an additional $10,000 supplemental payment if the team reaches the final game of the National Invitation Tournament.

- Coach shall be entitled to cumulative supplemental payments for the following accomplishments:
  - NCAA Tournament appearance = $10,000
  - NCAA Tournament second round appearance = $10,000
  - Sweet 16 appearance in the NCAA Tournament = $10,000
  - Elite 8 appearance in the NCAA Tournament = $10,000
  - Final 4 appearance in the NCAA tournament = $10,000
  - Women’s NCAA champion = $50,000

- Coach shall be entitled to a supplemental payment of $5,000 if she is named the Conference Coach of the Year. Coach shall be entitled to an additional supplemental payment of $10,000 if she is named National Coach of the Year.
• For academic milestones met by her student athletes, Coach shall be entitled to a supplemental payment of $2,500 if the team APR is higher than the national public average. Coach will have the opportunity to earn such supplemental payment beginning in the Spring 2017 upon publication of the national public APR by the NCAA.

The maximum incentive Coach may earn during each basketball season is $135,000. Supplemental payments shall be payable from the athletic funds in the Foundation.

If the University terminates this agreement without cause prior to contract expiration date, the Foundation with funds held on behalf of Louisiana Tech Athletics shall pay Coach her remaining base salary of the contact.

If the Coach terminates the contract without cause prior to contract expiration date, Coach shall pay the Foundation liquidated damages as follows:

• Prior to April 18, 2017, Coach shall owe $350,000
• Prior to April 1, 2018, Coach shall owe $300,000
• Prior to April 1, 2019, Coach shall owe $250,000
• Prior to April 1, 2020, Coach shall owe $200,000
• Prior to April 1, 2021, Coach shall owe $150,000
• Prior to April 18, 2022, Coach shall owe the lesser of $100,000 or the portion of remaining sums due to Coach pursuant to this contract from the termination date until April 18, 2022.

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

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 Ms. Brooke Stoehr, Head Women’s Basketball Coach, effective April 18, 2016.
Item G.5. McNeese State University’s request for approval of a contract with Mr. James E. Landreneau, Head Women’s Softball Coach, effective July 1, 2016.

EXECUTIVE SUMMARY

Under this one-year agreement, through June 30, 2017, Coach will earn $46,013 annually. University may permit additional (non-recurring) supplemental pay to Coach for team participation in post-season games in accordance and as stipulated by the University policy titled Bonuses for Specific and Extraordinary Achievement and as allowed by NCAA bylaws. Coach may operate a camp as an independent contractor and must adhere to the Policy for Use of Campus Facilities. Coach may receive a courtesy/leased vehicle from a local dealership or a $500 monthly vehicle allowance from sources outside of the University, disbursed through the University. Coach is also eligible to receive a $1,000 financial incentive for academic success as defined by University Athletic Department policy.

If the University terminates the agreement without cause, Coach shall be entitled to the remaining base salary he would have earned from the date of termination to the contract end date, or the University may reassign Coach to another suitable position at the base salary. No damages shall be due if termination is for just cause.

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 McNeese State University’s request for approval of a contract with Mr. James E. Landreneau, Head Women’s Softball Coach, effective July 1, 2016.
Item G.6. Northwestern State University’s request for approval of a contract with Mr. Bobby Barbier, Head Baseball Coach, effective June 28, 2016.

EXECUTIVE SUMMARY

Under the proposed four-year agreement, effective through June 30, 2020, 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 June 28, 2016.

- 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 Regionals competition.

- 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, 2016 but before June 30, 2017--$40,000
- If after June 30, 2017 but before June 30, 2018--$30,000
- If after June 30, 2018 but before June 30, 2019--$10,000
- If after June 30, 2019 but before June 30, 2020--$15,000

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. Bobby Barbier, Head Baseball Coach, effective June 28, 2016.
BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM

ATHLETIC COMMITTEE

September 9, 2016

Item G.7. Southeastern Louisiana University’s request for approval of a contract with Mr. James Matthew Riser, Head Men’s Baseball Coach, effective July 1, 2016.

EXECUTIVE SUMMARY

Under the proposed agreement, effective July 1, 2016 through June 30, 2019, Coach’s base annual salary is $63,000. The agreement stipulates that the Coach may be eligible for annual cost of living or merit pay increases in addition to the stated base salary. Coach will be paid an additional annual amount of $27,000 from the Lion Athletics Association for fundraising efforts and two speaking engagements.

The Lion Athletics Association will pay salary supplements, subject to all mandatory withholdings and inclusive of retirement payments, on certain specified achievements as follows:

- $250--Conference Coach of the Year
- $150--Conference Co-Coach of the Year
- $10,000--NCAA National Championship
- $2,000--NCAA Post Season or Conference Season Championship
- $250--NCAA All American Athlete with GPA over 3.0
- $100--NCAA All American Athlete with GPA over 2.0-2.9
- $250--Team average APR above 965

In the event the University terminates the contract without cause, Coach shall be entitled to the base salary from the University and the compensation from Lion Athletics Association for the remainder of the contract period. The University is responsible for the current fiscal year base salary through the end of the fiscal year (June 30). The Lion Athletics Association is responsible for the remaining months in the agreement (the next July 1 through expiration), and any remainder of the funds from the Lion Athletics Association.

In the event Coach terminates the Contract without cause, Coach would be liable to the University for liquidated damages in the amount of $30,000 if during first contract year, and $20,000 after conclusion of first contract year.

The University and the Lion Athletics Association 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 Southeastern Louisiana University’s request for approval of a contract with Mr. James Matthew Riser, Head Men’s Baseball Coach, effective July 1, 2016.
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM

ATHLETIC COMMITTEE

September 9, 2016

Item G.8. University of Louisiana at Lafayette’s request for approval of an amendment to the contractual agreement with Mr. Mitch Rodrigue, Assistant Football Coach/Offensive Line, effective August 2, 2016.

EXECUTIVE SUMMARY

In July of 2015, the Coach and the University, along with the University of Lafayette Foundation, entered into a contractual agreement that would end June 30, 2017. The University is now requesting that the Coach receive a one-year extension to June 30, 2018, or when Coach Hudspeth is no longer the Head Football Coach at the University, whichever occurs first, and binds the Foundation to the agreement as well. All other terms and conditions contained in the agreement shall remain unchanged and in full force and effect.

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 University of Louisiana at Lafayette’s request for approval of an amendment to the contractual agreement with Mr. Mitch Rodrigue, Assistant Football Coach/Offensive Line, effective August 2, 2016.
Item G.9. University of Louisiana at Monroe’s request for approval of a contract with Mr. Ryan Cross, Assistant Basketball Coach, effective September 1, 2016.

EXECUTIVE SUMMARY

Under the proposed agreement, effective through April 30, 2018, Coach’s annual salary is $110,000.

In the event the University terminates the contract without cause, Coach shall be entitled to the base salary due for the remainder of the expiration of the contract or the current fiscal year, whichever occurs first, not to exceed six months of base salary. If current Head Coach departs University for any reason or no longer serves as Head Coach prior to the expiration of this agreement, it will automatically terminate.

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 University of Louisiana at Monroe’s request for approval of a contract with Mr. Ryan Cross, Assistant Basketball Coach, effective September 1, 2016.
Item G.10. University of Louisiana at Monroe’s request for approval of a contract with Mr. J.D. Malone, Head Track and Field/Cross Country Coach, effective September 1, 2016.

EXECUTIVE SUMMARY

This agreement is for 20 months, September 1, 2016 to June 30, 2018. During this term, Coach will receive a base annual salary of $53,000 from the University. In addition, the ULMAF will pay Coach $7,000 annually for his role as a fundraiser for ULM Athletics and ULM Track and Field/Cross Country.

The ULMAF will pay Coach for the following accomplishments:

- $2,500 for winning Sun Belt Conference championship;
- $1,000 for being named Conference Coach of the Year.

In the event the University terminates the contract without cause, Coach shall be entitled to the base salary due for the remainder of the current fiscal year, not to exceed six months of base salary. In the event the Coach terminates the contract without cause to become employed as a head track and field/cross country coach, the University shall be entitled to the remaining months of base salary due for the remainder of that contract year.

The University and the University of Louisiana at Monroe Athletic Foundation signed this joint agreement with Coach.

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 University of Louisiana at Monroe’s request for approval of a contract with Mr. J.D. Malone, Head Track and Field/Cross Country Coach, effective September 1, 2016.
Item G.11.  University of Louisiana at Monroe’s request for approval of amendments to the contractual agreement with Mr. Brian Wickstrom, Athletic Director, effective June 29, 2016.

EXECUTIVE SUMMARY

In July of 2013, the Athletic Director and the University entered into a contractual agreement that ended June 30, 2016. The University is now requesting that the Athletic Director receive a one-year extension to June 30, 2017 along with other amendments as to the basis of supplemental compensation from the ULM Athletic Foundation.

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 University of Louisiana at Monroe’s request for approval of amendments to the contractual agreement with Mr. Brian Wickstrom, Athletic Director, effective June 29, 2016.