

# UNIVERSITY OF LOUISIANA SYSTEM

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June 28, 2024

Dr. Kathy Johnson, President  
University of New Orleans  
2000 Lakeshore Drive  
New Orleans, LA 70148

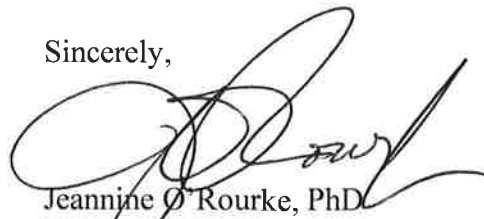
Dear Dr. Johnson:

On June 13, 2024, the Board of Supervisors for the University of Louisiana System approved the following requests from University of New Orleans:

- E.1. Request to enter into a Memorandum of Understanding with Nicholls State University to offer engineering courses on the campus of Nicholls State University.
- E.2. Request for approval of the University's revised Mission Statement.
- F.10. Request for approval of a contract with Mr. Burzis Kanga, Head Men's and Women's Tennis Coach, effective July 1, 2024.
- F.11. Request for approval of a contract with Ms. Ashley Preston, Head Coach and Director of Volleyball, effective July 1, 2024.
- F.12. Request for approval of a contract with Mr. Stacy Hollowell, Head Men's Basketball Coach, effective May 1, 2024.
- G.1. Request for approval of the University's Internal Audit Plan.
- I.7. Request to convert The Edward G. Schlieder Endowed Chair in Urban Waste Management and Research into four Endowed Professorships: Edward G. Schlieder Educational Foundation Engineering Endowed Professorships I, II, III, and IV.

Enclosed for your records are the Executive Summaries with the resolutions that were approved by the Board along with the approved personnel actions and athletic contracts. If you have any questions, please do not hesitate to contact me.

Sincerely,



Jeannine O'Rourke, PhD  
Provost and Vice President for Academic Affairs

**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

**June 13, 2024**

- Item E.1.** **Nicholls State University and University of New Orleans'** request for approval to enter into a Memorandum of Understanding to offer engineering courses on the campus of Nicholls State University.

**EXECUTIVE SUMMARY**

Nicholls State University (Nicholls) and the University of New Orleans (UNO) would like to enter into a Memorandum of Understanding (MOU) which will set the groundwork for UNO to offer engineering courses on Nicholls' campus. The proposed MOU would allow for the two universities to develop an Action Plan to offer UNO's Bachelor of Science degree in Mechanical Engineering (BSME) at Nicholls. Such a plan would address all specifics to allow for delivery of up to six (6) semesters of coursework relevant to the BSME to students domiciled on the campus of Nicholls. This educational opportunity would assist in meeting local industry needs of the region served by Nicholls.

The Universities have previously collaborated to establish transfer agreements involving pre-engineering coursework (2+2). This new endeavor would capitalize and expand upon the existing agreement. Such a proposed partnership would provide Nicholls' students with a BSME option that would allow for them to reside in the Houma/Thibodaux area and not have to relocate in order to study engineering.

**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 Nicholls State University and the University of New Orleans' request to enter into a Memorandum of Understanding to offer engineering courses on the campus of Nicholls State University.*

Approved by the Board of Supervisors for the University of Louisiana System on 6/13/24.

**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

**June 13, 2024**

**Item E.2.** University of New Orleans' request for approval to revise its Mission Statement.

**EXECUTIVE SUMMARY**

During Spring 2024, the University of New Orleans (UNO) engaged in a strategic planning process (UNO 2030) to refresh its strategic priorities in five (5) areas: (1) Enrolling and Retaining Thriving Students; (2) Alumni and Community Engagement; (3) Supporting Our People and Enhancing Our Culture; (4) Research, Innovation and Economic Development; and (5) Finance, Infrastructure and Sustainability. Planning was intentionally aligned with both the ULS Strategic Framework and the Louisiana Board of Regents Master Plan (Louisiana Prospers). During the planning process it became evident that a slightly updated mission statement was necessary. The recommended changes are relatively minor in nature and do not impact the scope of UNO's mission as an urban public research university. Proposed changes are noted in yellow:

*The University of New Orleans is an urban research university committed to providing educational excellence to a diverse undergraduate and graduate student body. The University is one of the region's foremost public resources, offering a variety of world-class, research-based programs, many of which are uniquely linked to the rich and vibrant city of New Orleans. The University of New Orleans, as a global community asset, advances shared knowledge and enhances the sustainability and quality of life in New Orleans, the state, the nation, and the world, by participating in a broad array of research, community-engaged learning, cultural and academic activities.*

**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 the University of New Orleans' request to revise its Mission Statement.

Approved by the Board of Supervisors for the University of Louisiana System on 6/13/24.

**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**ATHLETIC COMMITTEE**

**June 13, 2024**

**Item F.10.** University of New Orleans' request for approval of a contract with Mr. Burzis Kanga, Head Men's and Women's Tennis Coach, effective July 1, 2024.

**EXECUTIVE SUMMARY**

Under this agreement, through June 30, 2027, Coach will earn \$82,378 annually. In addition, Coach shall also be entitled to the following incentive compensation, funded by the University of New Orleans Foundation:

- When the tennis program achieves a one-year APR (Academic Progress Rate) score of 990 or greater in any academic year of this agreement and is not subject to penalties due to the four-year average score, a \$500 performance incentive will be provided to Coach. This is applicable to each year of the agreement. Should the tennis program receive an APR post-season ineligibility penalty during any year of this agreement, this performance incentive provision will be void for the remaining term of the agreement.
- When either the men's or women's tennis team achieves a GPA (Grade Point Average) of 3.5 or higher for the academic year, a \$1,000 performance incentive per team will be provided to the Coach. This is applicable to each year of the Agreement.
- When either the men's or women's tennis wins a Conference Regular-Season Championship, a \$1,000 performance incentive per team will be provided to the Coach.
- When either the men's or women's tennis wins a Conference Tournament Championship, a \$1,000 performance incentive per team will be provided to the Coach.
- When the Coach is recognized as Conference Coach of the Year by the Conference itself, Coach will earn one-time performance incentive of \$1,500. This is applicable to each year of the agreement.
- When the Coach reaches the following dates and is actively employed as Head Coach, Men's and Women's Tennis, Coach shall receive the following performance incentives:

- January 1, 2025: \$2,500
  - June 30, 2025: \$2,500
  - January 1, 2026: \$2,500
  - June 30, 2026: \$2,500
  - January 1, 2027: \$2,500
  - June 30, 2027: \$2,500
- When the Coach reaches the following rental revenue milestones specific to the Privateer Tennis Center in a given fiscal year, Coach shall receive the following incentives. This is applicable to each year of the agreement:
    - \$125,000 in Tennis Center revenues: \$2,500
    - \$175,000 in Tennis Center revenues: \$2,000

If the University terminates the agreement without cause, Coach shall be entitled to liquidated damages equal to 50% of the base salary (excluding supplements) which would have been earned through the end of the contract term and any performance incentives earned as of the date of termination. The parties agree that any amounts due beyond the current fiscal year shall be funded solely by the Foundation. In the event Coach terminates this agreement without cause, UNO will be entitled to liquidated damages paid by Coach or new employer of \$10,000.

The University and the 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 the University of New Orleans' request for approval of a contract with Mr. Burzis Kanga, Head Men's and Women's Tennis Coach, effective July 1, 2024.*

Approved by the Board of Supervisors for the University of Louisiana System on 6/13/24.

**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**ATHLETIC COMMITTEE**

**June 13, 2024**

**Item F.11.** University of New Orleans' request for approval of a contract with Ms. Ashley Preston, Head Coach and Director of Volleyball, effective July 1, 2024.

**EXECUTIVE SUMMARY**

Under this agreement, through June 30, 2027, Coach will earn \$91,000 annually. In addition, Coach shall also be entitled to the following incentive compensation, funded by the University of New Orleans Foundation:

- When the volleyball team achieves a one-year APR (Academic Progress Rate) score of 990 or greater in any academic year of this agreement and is not subject to penalties due to the four-year average score, a \$1,000 performance incentive will be provided to Coach. This is applicable to each year of the agreement. Should the volleyball program receive an APR post-season ineligibility penalty during any year of this agreement, this performance incentive provision will be void for the remaining term of the agreement.
- When the volleyball team wins a Conference Regular-Season Championship, a \$1,500 performance incentive per team will be provided to the Coach.
- When the volleyball team wins a Conference Tournament Championship, a \$2,500 performance incentive per team will be provided to the Coach.
- When the volleyball team reaches the NCAA Tournament, a \$1,000 performance incentive will be provided to the Coach. An additional \$1,000 performance incentive will be granted to Coach with each subsequent win in the NCAA Tournament.
- When the volleyball team wins the NCAA National Championship, a \$5,000 performance incentive will be provided to the Coach.
- When the Coach is recognized as Conference Coach of the Year by the Conference itself, Coach will earn one-time performance incentive of \$2,500. This is applicable to each year of the agreement.

If the University terminates the agreement without cause, Coach shall be entitled to liquidated damages equal to 50% of the base salary (excluding supplements) which would have been earned through the end of the contract term and any performance incentives earned as of the date of termination. The parties agree that any amounts due beyond the current fiscal year shall be funded solely by the Foundation.

In the event Coach terminates this agreement without cause, UNO will be entitled to liquidated damages paid by Coach or new employer of \$25,000. University will be entitled to liquidated damages of \$0 should a change be made to the Director of Athletics position within one year before Coach terminates this agreement.

The University and the 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 the University of New Orleans' request for approval of a contract with Ms. Ashley Preston, Head Coach and Director of Volleyball, effective July 1, 2024.***

Approved by the Board of Supervisors for the University of Louisiana System on 6/13/24.

**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**ATHLETIC COMMITTEE**

**June 13, 2024**

**Item F.12.** University of New Orleans' request for approval of a contract with Mr. Stacy Hollowell, Head Men's Basketball Coach, effective May 1, 2024.

**EXECUTIVE SUMMARY**

Under this agreement, through April 30, 2029, Coach will earn \$175,000 annually. In addition, Coach shall also be entitled to the following incentive compensation, funded by the University of New Orleans Foundation, which are applicable to each year of the agreement:

- When the men's basketball team achieves a one-year APR (Academic Progress Rate) score of 970 or greater in any academic year of this agreement and is not subject to penalties due to the four-year average score, a \$2,500 performance incentive will be provided to Coach. Should the men's basketball team receive an APR post-season ineligibility penalty during any year of this agreement, this performance incentive provision will be void for the remaining term of the agreement.
- When the men's basketball team wins more than 50% of games (minimum of 3 games played) versus any of the following universities in either the regular season or postseason: Tulane, ULL, ULM, La Tech, Southern Miss, South Alabama or Troy, Coach will receive a one-time performance incentive of \$2,500.
- When the men's basketball team wins a game versus a team that concludes their season in the top 100 of the NCAA's NET or the equivalent tool created by the National Office, Coach will receive a one-time performance incentive of \$2,500 per win.
- When the men's basketball team wins the conference regular season championship, including a regular season co-championship, Coach will earn a one-time performance incentive of \$3,500.
- When the men's basketball team wins the post-season conference tournament, earning the conference's automatic bid to the NCAA tournament, Coach will earn a one-time performance incentive of \$5,000 and a one-year contract extension.
- When the men's basketball team earns an at-large berth to the NCAA tournament, Coach will earn a one-time performance incentive of \$5,000.



- When the men's basketball team competes in a NCAA Tournament, Coach will earn a one-time performance incentive of \$5,000 per victory.
- When the men's basketball team competes in an NCAA Final Four, Coach will earn a one-time performance incentive of \$25,000. Earning this incentive will void the previous NCAA Tournament victory incentives.
- When the men's basketball team wins the NCAA National Championship, Coach will earn a one-time performance incentive of \$50,000. Earning this incentive will void the previous NCAA Tournament victory incentives.
- When the men's basketball team is selected to compete in the Men's National Invitational Tournament (NIT), Coach will earn a one-time performance incentive of \$2,500.
- When the men's basketball team competes in the Men's National Invitational Tournament (NIT), Coach will earn a one-time performance incentive of \$1,500 per victory.
- When the Coach is recognized as Conference Coach of the Year by the Conference itself, Coach will earn a one-time performance incentive of \$2,500. Each full-time assistant coach or support staff member will earn a one-time performance incentive of \$500.
- When Coach fulfills his multi-media and public appearance obligations, Coach will earn a \$10,000 one-time incentive.

If the University terminates the agreement without cause, Coach shall be entitled to liquidated damages equal to 75% of the base salary for years one, two, and three of this agreement and liquidated damages equal to 50% of years four and five of this agreement which would have been earned through the end of the contract term and any performance incentives earned as of the date of termination. The parties agree that any amounts due beyond the current fiscal year shall be funded solely by the Foundation.

In the event Coach terminates this agreement without cause, UNO will be entitled to liquidated damages paid by Coach or new employer equal to 75% of the base salary for years one, two, and three of this agreement and liquidated damages equal to 50% of years four and five of this agreement.

The University and the 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 the University of New Orleans' request for approval of a contract with Mr. Stacy Hollowell, Head Men's Basketball Coach, effective July 1, 2024.*

Approved by the Board of Supervisors for the University of Louisiana System on 6/13/24.

**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**AUDIT COMMITTEE**

**June 13, 2024**

- Item G.1.**     **University of Louisiana System’s** request for approval of the Board Operations and University of Louisiana System institutions’ Annual Internal Audit Plan for Fiscal Year 2024-25.

**EXECUTIVE SUMMARY**

The Fiscal Year 2024-25 Internal Audit Plans for the Board Operations and University of Louisiana System institutions were prepared in accordance with the Internal Audit Charter of the System that was revised by the Board at its April 27, 2023 meeting. The audit plans have been prepared by the University of Louisiana System Chief Audit Executive and the institutions’ Internal Audit Directors with input from the campus presidents and other campus administrative personnel. The plans include reviews of administrative, academic, auxiliary, and service units of the Board and universities; as well as follow-ups to internal and external audit findings and recommendations.

**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 the Board Operations and System Universities’ Fiscal Year 2024-25 Internal Audit Plans.*

**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**FINANCE COMMITTEE**

**June 13, 2024**

**Item I.7.**     **University of New Orleans'** request for approval to convert The Edward G. Schlieder Endowed Chair in Urban Waste Management and Research into four Endowed Professorships: Edward G. Schlieder Educational Foundation Engineering Endowed Professorships I, II, III, and IV.

**EXECUTIVE SUMMARY**

The Edward G. Schlieder Endowed Chair in Urban Waste Management and Research was created in support of the Urban Waste Management and Research Center, a unit of the Dr. Robert A. Savoie College of Engineering. The Chair is funded by a \$600,000 gift from the Edward G. Schlieder Educational Foundation and a LABoRSF match of \$400,000.

In the beginning, the Center received significant funding from the Environmental Protection Agency, but over the past three decades, Federal Funding has diminished and is now no longer available.

The focus and needs of the University and its engineering program have changed, thus affecting the Chair. The research focus of the College of Engineering, its faculty, and the region has shifted and expanded to include:

- Water resources engineering
- Environmental engineering
- Structural engineering
- Geotechnical engineering
- Renewable energy
- Infrastructure resilience
- Composite materials
- Power Systems

While Urban Waste Management is a component of all of these fields, it is not at the forefront. The College of Engineering needs to be flexible to be able to respond to the research and development interests of the faculty to capitalize on funding opportunities available through external agencies and to address current societal needs.

The Edward G. Schlieder Foundation has agreed to a conversion of the Endowed Chair into four Endowed Professorships, which would provide critically needed resources to support the current focus of the College of Engineering and allow flexibility in the use of these funds. The four Professorships would be available to department chairs and faculty of the Engineering Departments.

The Chair has a corpus value of \$1,000,000, and with accumulated investments earnings, a total value of \$1,890,333.96. With the conversion, each Endowed Professorship would carry a corpus of \$250,000 and a total value of \$472,583.49.

The Donor has agreed to the following names of the four Endowed Professorships:

- Edward G. Schlieder Educational Foundation Engineering Endowed Professorship I
- Edward G. Schlieder Educational Foundation Engineering Endowed Professorship II
- Edward G. Schlieder Educational Foundation Engineering Endowed Professorship III
- Edward G. Schlieder Educational Foundation Engineering Endowed Professorship IV

### **RECOMMENDATION**

It is recommended that the following resolution adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans' request for approval to convert the Edward G. Schlieder Endowed Chair in Urban Waste Management and Research into four Endowed Professorships: Edward G. Schlieder Educational Foundation Engineering Endowed Professorships I, II, III, and IV.*