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September 10, 2025

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

Dear Dr. Johnson:

On August 28, 2025, the Board of Supervisors for the University of Louisiana System approved the following requests from University of New Orleans:

- E.4. Approval of 2025-26 Promotions in Faculty Rank and Recommendations for Tenure.
- E.5. Approval of AY 2025-28 Academic Planning Document.
- F.8. Approval of a contract with Mr. Benjamin Andrew Gipson, Men's Baseball Coach.
- F.9. Approval of a contract with Mr. Burzis Kanga, Head Tennis Coach.
- G.1. Approval of Internal Audit Plan for FY 2025-26.
- H.11. Approval of FY 2026-27 Capital Outlay Budget Request and Five-Year Capital Outlay Plan.
- I.5. Approval of an MOU with The 18th Ward to provide youth sports programming and facility support on the UNO campus.
- I.6. Approval of FY 2025-26 Operating Budget.

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,

A handwritten signature in blue ink that reads "Carol Slaght".

Carol Slaght
Executive Assistant to the Board

Approved by the Board of Supervisors for the University of Louisiana System on 8/28/25.

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

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

August 28, 2025

Item E.4. **University of Louisiana System’s request for approval of System Universities’ 2025-26 Promotions in Faculty Rank and Recommendations for Tenure.**

EXECUTIVE SUMMARY

Annually each UL System campus submits recommendations for promotions in faculty rank and tenure. This year, 114 faculty members were recommended for promotion in rank, with 93 faculty members recommended for tenure.

With respect to promotion in rank, 38 faculty members across the UL System were recommended for promotion to the rank of Professor and 76 to the rank of Associate Professor. Our review suggests that the recommended faculty met all respective guidelines.

A total of 114 faculty members across the System were recommended for tenure, and rationales were provided for the 12 faculty members to whom “early” tenure was recommended (i.e., before the six-year probationary term). In these cases, exceptions were considered on the basis of outstanding performance and/or early tenure review was a condition of acceptance of employment. Board policy provides for such exceptions.

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 System Universities’ 2025-26 Promotions in Faculty Rank and Recommendations for Tenure.

E.4.

UNIVERSITY OF LOUISIANA SYSTEM

Promotions and Tenure 2025-2026

Institutions	Promotions				Tenure	
	To Associate % at rank	To Professor % at rank	No.	No.	No.	Tenure Rate
Grambling State University	4	22.3%	1	18.2%	12	47.7%
Louisiana Tech University	5	24.8%	4	23.6%	3	50.6%
McNeese State University	5	15.7%	2	19.0%	6	42.0%
Nicholls State University	10	22.0%	3	17.0%	13	42.0%
Northwestern State University	13	30.0%	8	16.0%	15	47.0%
Southeastern Louisiana University	9	17.0%	3	17.0%	10	32.0%
University of Louisiana at Lafayette	12	27.0%	13	28.0%	17	55.0%
University of Louisiana at Monroe	8	26.0%	1	18.0%	7	44.0%
University of New Orleans	10	30.0%	3	34.0%	10	64.0%
UL System Totals	76		38		93	

Approved by the Board of Supervisors for the University of Louisiana System on 8/28/25.

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

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

August 28, 2025

Item E.5. Approval of AY 2025-28 Academic Planning Documents.

EXECUTIVE SUMMARY

The Louisiana Board of Regents implemented a comprehensive three-year academic planning process in 2022. Academic planning is the process in which an institution outlines planned changes to the institution's degree program inventory. Provided is a listing of new academic programs the University of Louisiana System (ULS) member institutions plan to pursue between Academic Years (AY) 2025 and 2028. Proposed programs align with the State's Master Plan for Public Postsecondary Education in Louisiana (*Louisiana Prospers*) as well as address the workforce needs of the region served by each member institution and our state by promoting and increasing the attainment of credentials and degrees. All proposed programs were reviewed by ULS staff and discussed among ULS Chief Academic Officers.

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 AY 2025-28 Academic Planning Documents for the nine member institutions.

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

ATHLETIC COMMITTEE

August 28, 2025

Item F.8. **University of New Orleans'** request for approval of a contract with Mr. Benjamin Andrew Gipson, Head Baseball Coach, effective July 1, 2025.

EXECUTIVE SUMMARY

Under the proposed new agreement, effective through June 30, 2030, Coach's annual salary is \$110,000 per year. The base salary funded by the University is \$85,000 and \$25,000 funded by the University of New Orleans Foundation, Athletic Baseball fund account. During the time of employment, Coach will have the opportunity to receive the following earned salary supplements/incentives, funded by the University of New Orleans Foundation, Athletic Baseball fund account:

- \$ 5,000 – Baseball team competes in an NCAA Regional Baseball round
- \$7,500 – Baseball team competes in an NCAA Super Regional Baseball round
- \$20,000 – Baseball team competes in the NCAA College World Series
- \$50,000 – Baseball teams wins National Championship

Either party may terminate this agreement without just cause prior to the expiration of its term by giving 30 days' written notice to the other party. There are no financial obligations by either party in the event of termination.

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 New Orleans' request for approval of a contract with Mr. Benjamin Andrew Gipson, Head Baseball Coach, effective July 1, 2025.

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

ATHLETIC COMMITTEE

August 28, 2025

Item F.9. **University of New Orleans’** request for approval of a contract with Mr. Burzis Kanga, Head Coach Men’s and Women’s Tennis, effective July 1, 2025.

EXECUTIVE SUMMARY

Under this agreement, through June 30, 2028, Coach will earn an annual salary of \$90,000 per year during the life of the contract. These funds are to be paid as salary in biweekly payments with University funds.

In the event the University terminates this agreement without cause, Coach shall be entitled to 50% of the base annual salary that he would have earned for the remainder of the term of this agreement. The parties agree that any amounts due beyond the current fiscal year shall be funded solely by the University of New Orleans Foundation.

In the event Coach terminates this agreement without cause, Coach would be liable to the University for liquidated damages of \$10,000.

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 New Orleans’ request for approval of a contract with Mr. Burzis Kanga, Head Coach Men’s and Women’s Tennis, effective July 1, 2025.

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

AUDIT COMMITTEE

August 28, 2025

Item G.1. **University of Louisiana System's** request for approval of the Board Operations and University of Louisiana System institutions' Annual Internal Audit Plans for Fiscal Year 2025-26.

EXECUTIVE SUMMARY

The Fiscal Year 2025-26 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 2025-26 Internal Audit Plans.

**AUDIT COMMITTEE
UNIVERSITY OF LOUISIANA SYSTEM
ANNUAL INTERNAL AUDIT PLAN FY 2025-26**

Institution	Audit Area/Focus
University of Louisiana System Board Office Operations	1) Audit of UL System Office Travel Expenditures
	2) Review of UL System Institutions' Cash Management Procedures - All Campuses
	3) Audit of University-Owned Residential Properties Lease Collections - All Campuses
	4) Quality Assurance and Improvement Program
	5) Follow-up on Internal and External Audit Reports
Grambling State University	1) Review of Athletic Department Operations
	2) Review of State Liability Travel Card, Purchasing Card, and CBA Program
	3) Review of Employee Offboarding
	4) Review of Disaster Recovery Plan and Data Security
	5) Quality Assurance and Improvement Program
	6) Follow-up on Internal and External Audit Reports
Louisiana Tech University	1) Review of Aramark Food Service Contract
	2) Audit of Cybersecurity - Security Operations Center
	3) Review of Barnes and Noble Contract
	4) Review of Athletic Ticket Office and Finance Office Procedures
	5) Review of Workday Student
	6) Quality Assurance and Improvement Program
	7) Follow-up on Internal and External Audit Reports
McNeese State University	1) Audit of the Purchase Card Program
	2) Review of Cash Collections on Campus
	3) Audit of Key Control, Building Access, and Security Controls
	4) Quality Assurance and Improvement Program
	5) Follow-up on Internal and External Audit Reports
Nicholls State University	1) Investigative Audit of Employee Timesheet
	2) Review of Athletic Business Office
	3) Review of Culinary Business and Fundraising Practices
	4) Quality Assurance and Improvement Program
	5) Follow-up on Internal and External Audit Reports
Northwestern State University	1) Audit of Cybersecurity
	2) Audit of Travel Card Program
	3) Review of Cash Collection Sites
	4) Quality Assurance and Improvement Program
	5) Follow-up on Internal and External Audit Reports
Southeastern Louisiana University	1) Audit of Travel Expenditures
	2) Audit of Movable Property
	3) Review of Student Workers' Time Entries vs. Class Schedule
	4) Audit of Cybersecurity
	5) Audit of Inventories
	6) Quality Assurance and Improvement Program
	7) Follow-up on Internal and External Audit Reports
University of Louisiana Lafayette	1) Audit of Teleworking Assignment & Outside Employment Disclosure Administration
	2) Audit of University Camps Administration
	3) Review of Innovation Management: Intellectual Property & Technology Transfer
	4) Audit of LaCarte Card Administration
	5) Audit of Cybersecurity
	6) Quality Assurance and Improvement Program
	7) Follow-up on Internal and External Audit Reports
University of Louisiana Monroe	1) Audit of Information Technology Third Party Risk Assessment & Contract Management
	2) Review of Athletics Sports Camps and Clinics – Summer 2025
	3) Compliance Review of Residential Housing Employee Agreements and Related Benefits
	4) Quality Assurance and Improvement Program
	5) Follow-up on Internal and External Audit Reports
University of New Orleans	1) Audit of Arena Vendor Contract Compliance
	2) Audit of Purchasing Card and Travel Card Program
	3) Review of Student Recruitment and Acceptance Process
	4) Quality Assurance and Improvement Program
	5) Follow-up on Internal and External Audit Reports

**AUDIT COMMITTEE
UNIVERSITY OF LOUISIANA SYSTEM
FY 2025-26 POTENTIAL AUDIT CONSIDERATIONS AS RESOURCES BECOME AVAILABLE**

Institution	Potential Audit Area/Focus
University of Louisiana System Board Office Operations	1) Review of Contract Compliance and Management
	2) Review Faculty Time & Workload Policies and Procedures
Grambling State University	1) Review of Accounts Payable
	2) Audit of Campus Safety and Security
Louisiana Tech University	1) Review of Infrastructure & Information Technology
	2) Audit of Undergraduate Admissions
McNeese State University	1) Audit of Cybersecurity
	2) Review of Name, Image, and Likeness Usage (Athletics)
	3) Review of Financial Aid
Nicholls State University	1) Review of Cash Collection Sites
	2) Audit of Cybersecurity
Southeastern Louisiana University	1) Review of Student Organizations
	2) Review of Contracts
	3) Audit of Admissions
University of Louisiana Lafayette	1) Review of Policy and Procedure Development, Implementation, Training, and Management
	2) Audit of Title IX Compliance
	3) Review of University's Employee Compensation Structure
University of Louisiana Monroe	1) Review of Disaster Recovery and Business Continuity Plan
	2) Review of Football Athletic Travel Expenditures
	3) Review of Athletic Ticket Sales and Reconciliations
	4) Review of Contract Monitoring and Management
	5) Review of Football Business Operations
	6) Review of Athletic Staff Onboarding Procedures
University of New Orleans	1) Audit of UNO Bookstore
	2) Review of Bursar Operations
	3) Audit of Transfer Student Enrollment
	4) Review of Arena Vendor Financials, Recordkeeping, and Payments

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

FACILITIES PLANNING COMMITTEE

August 28, 2025

Item H.11. **University of Louisiana System's** request for approval of the Fiscal Year 2026-27 Capital Outlay Budget Request and Institutions' Five-Year Capital Outlay Plans.

EXECUTIVE SUMMARY

UL System requests approval of the Fiscal Year 2026-27 Capital Outlay Budget Request and Institutions' Five-Year Plans for FY 2026-27 through FY 2030-31.

The Capital Outlay Budget Request contains a prioritized list of System and Campus projects noting four categories: Emergency, Self-Generated Revenue, Continuing, and New.

Once approved by the Board, the Capital Outlay Budget Request for FY 2026-27 will be forwarded to the Board of Regents for approval and submittal to the Division of Administration (Facility Planning and Control) for consideration in next year's state capital outlay budget.

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 Fiscal Year 2026-27 Capital Outlay Budget Request and Institutions' Five-Year Capital Outlay Plans.

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

FINANCE COMMITTEE

August 28, 2025

Item I.5. **University of New Orleans'** request for approval of a Memorandum of Understanding with The 18th Ward, a nonprofit organization, to provide youth sports programming and facility support on the UNO campus.

EXECUTIVE SUMMARY

The University of New Orleans (UNO) requests approval of a Memorandum of Understanding with The 18th Ward, a nonprofit dedicated to affordable youth sports programming and workforce development. The partnership is designed to strengthen community engagement by bringing families to campus while expanding access to athletic opportunities for New Orleans youth.

Under the terms of the MOU, The 18th Ward will deliver seasonal sports programming between August 25, 2025, and July 31, 2026. Activities will include basketball, futsal, soccer, swimming, tennis, and baseball, with UNO compensating The 18th Ward at a rate of \$120 per child. This cost includes uniforms, trained coaches, and program delivery.

The agreement is supported by a state appropriation of \$1,950,000 designated for UNO “for recreation for youth partnerships with community partners.” These funds will support both the programming and renovations to UNO’s athletic facilities.

This partnership aligns with UNO’s mission to build stronger community connections and to provide youth with opportunities to develop life skills through sports.

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 enter into a Memorandum of Understanding with The 18th Ward, effective August 25, 2025, through July 31, 2026, to provide youth sports programming and facility support.

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

FINANCE COMMITTEE

August 28, 2025

- Item I.6.** **University of Louisiana System's** request for approval of Fiscal Year 2025-26 Operating Budgets, including organizational charts, undergraduate/graduate mandatory attendance fees, and scholarships.

EXECUTIVE SUMMARY

The 2025-26 Operating Budgets were prepared in accordance with instructions received from the System Office, the Division of Administration Office of Planning and Budget, and the Louisiana Board of Regents.

System staff has prepared a comparative Operating Budget Summary for the System including Revenues by Source, Expenditures by Function and Object, and other summary data on Mandatory Attendance Fees, Organizational Charts, Employees, Scholarships, and Athletic Budgets.

Informational items are included in each institution's full operating budget document that will be available at the Board meeting.

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 Fiscal Year 2025-26 Operating Budgets, including organizational charts, undergraduate/graduate mandatory attendance fees, and scholarships.