



Claiborne Building | 1201 North Third Street | Suite 7-300 | Baton Rouge, LA 70802  
P 225.342.6950 | F 225.342.6473  
[www.ULSystem.edu](http://www.ULSystem.edu)

November 20, 2025

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

Dear Dr. Johnson:

On October 23, 2025, the Board of Supervisors for the University of Louisiana System approved the following requests from University of New Orleans:

- F.6. Approval of a contract with Mr. Clayton O'Callaghan, Head Coach-Men's & Women's Cross Country/Track and Field.
- J.4. Approval to appoint Ms. Arlean Wehle as Interim Vice President for Finance and Administration.

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 contract. If you have any questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in cursive script that reads "Carol Slaght".

Carol Slaght  
Executive Assistant to the Board

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

**ATHLETIC COMMITTEE**

**October 23, 2025**

- Item F.6.**      **University of New Orleans's** request for approval of a contract with Mr. Clayton O'Callaghan, Head Coach Men's and Women's Track & Field and Cross Country, effective September 1, 2025.

**EXECUTIVE SUMMARY**

Under the proposed agreement, effective through June 30, 2029, Coach's annual salary is \$61,500. During the time of employment as head coach, Coach will have the opportunity to earn the following annual performance incentives. The annual earned performance incentives shall be subject to all mandatory withholdings and are not inclusive of employer matches for retirement and Medicare payments. If earned, the annual performance incentives shall be funded by the University of New Orleans Foundation solely from funds donated for the support of the athletic department and/or track and field program held by the Foundation and paid through university payroll. The annual performance incentives are as follows:

- Academic Progress Rate contract score achieved \$500
- Conference Championship - any sport \$2,000
- Coach of the Year \$2,500
- Cross Country NCAA Championship Team/Individual Qualifier \$500
- Indoor & Outdoor Track NCAA Regional Qualifier \$100 per individual
- Indoor & Outdoor Track NCAA Nationals Qualifier \$250 per individual
- National Individual Champion (any sport) \$1,500
- National Team Champion (any sport) \$5,000

In the event the University terminates the Contract, without cause, the Coach shall be entitled to liquidated damages equal to \$5,000. In the event Coach terminates the contract without cause, liquidated damages paid by Coach or new employer equal to \$5,000. The liquidated damages shall be due and payable in a lump sum within 60 days of the date of termination.

The University and the Foundation have signed this joint 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 University of New Orleans' request for approval of a contract with Mr. Clayton O'Callaghan, Head Coach Men's and Women's Track & Field and Cross Country, effective September 1, 2025.***



THE UNIVERSITY *of*  
**NEW ORLEANS**  

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OFFICE OF THE PRESIDENT

September 30, 2025

Dr. Richard J. Gallot, Jr.  
President  
The University of Louisiana System  
1201 North Third Street  
Baton Rouge, LA 70802

Re: University of New Orleans - Employment Contract for Head Coach

Dear Dr. Gallot,

I am requesting approval of employment contracts for the following head coach:

- Clayton O'Callaghan – Head Coach – Men's & Women's Cross Country/Track & Field

Thank you for your consideration.

Sincerely,

Kathy E. Johnson, Ph.D.  
President

**CONTRACT OF EMPLOYMENT**  
**HEAD COACH, MEN'S & WOMEN'S CROSS COUNTRY / TRACK & FIELD**

**STATE OF LOUISIANA**

**PARISH OF ORLEANS**

This Agreement ("Agreement") is made and entered into on this 1st day of September 2025, between the University of New Orleans ("University") through its President, Dr. Kathy Johnson, the University of New Orleans Foundation ("Foundation") and Clayton O'Callaghan ("COACH"). This Agreement is subject to the approval of the Board of Supervisors of the University of Louisiana System ("Board"), the management board for the University of New Orleans, and therefore the terms and conditions set forth in this Agreement should not be considered a valid contract until approval is provided by the Board.

**1.0 Employment**

1.1 University does hereby employ COACH as Head Coach, Men's & Women's Cross Country / Track & Field and COACH does hereby accept employment and agrees to perform all of the services pertaining to University of New Orleans Athletics which are required of COACH, as well as, other services as may be contemplated hereunder, all as prescribed by the University through its President and Director of Athletics ("Director").

1.2 COACH shall be responsible, and shall report, directly to 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 University's President.

1.3 COACH shall manage and supervise the team(s) and shall perform such other duties in University's athletic program as the Director may assign.

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

**2.0 Term**

2.1 The term of this Agreement is for a fixed period of four (4) years, commencing on the 1<sup>st</sup> day of September 2025, and terminating without further notice to COACH on the 30th day of June 2029, unless extended under the terms of this Agreement.

2.2 This Agreement is renewable solely upon an offer from university and acceptance by COACH, both of which must be in writing, signed by the parties, and approved by the Board. This Agreement in no way grants COACH a claim to tenure in employment, nor shall COACH'S service pursuant to this Agreement count in any way toward tenure at University.

2.3 This Agreement may be amended or extended at any time during the period of this Agreement by mutual signed agreement of both parties and approved by the Board.

**3.0 Compensation**

3.1 In consideration of COACH'S services and satisfactory performance of this Agreement, University shall pay COACH an annual salary of \$61,500 payable on a biweekly basis.

3.2 The COACH is subject to pay adjustments according to economic circumstances that affect all employees in the unclassified state service.

3.3 The University does not guarantee amounts due under this Agreement beyond the current year of performance. Should the contract be terminated for any reason amounts due shall be determined in accordance with section 14 below.

#### **4.0 Performance Incentives**

4.1 During the time of employment as head coach, COACH will have the opportunity to earn the following annual performance incentives. The annual earned performance incentives shall be subject to all mandatory withholdings and are not inclusive of employer matches for retirement and Medicare payments. If earned, the annual performance incentives shall be funded by the Foundation solely from funds donated for the support of the athletic department and/or track and field program held by the Foundation and paid through university payroll. The annual performance incentives are as follows:

##### **4.1.1 Academic Progress**

4.1.1.1 When either the Men's Cross Country team or Women's Cross Country team achieves a one-year APR (Academic Performance Rate) score of 1000 in any academic year of this Agreement and is not subject to penalties due to the four-year average score, a Five Hundred Dollar (\$500) performance incentive will be provided to COACH and a \$500 performance incentive will be provided to the full-time track and field assistant coach. This is applicable to each year of the agreement. Should either the Men's Cross-Country team or Women's Cross-Country 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.

4.1.1.2 When either the Men's Track and Field team or Women's Track and Field team achieves a one-year APR (Academic Performance Rate) score of 985 in any academic year of this Agreement and is not subject to penalties due to the four-year average score, a Five Hundred Dollar (\$500) performance incentive will be provided to COACH and a \$250 performance incentive will be provided to the full-time track and field assistant coach. This is applicable to each year of the Agreement. Should either the Men's Track and Field team or Women's Track and Field 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.

##### **4.2.2 Athletic Success**

4.2.2.1 When either the Men's Cross-Country team or Women's Cross-Country team wins the conference championship, COACH will earn a one-time performance incentive of \$2,000 per team championship and the full-time

assistant coach will earn a one-time performance incentive of \$750 per team championship. This is applicable to each year of the Agreement.

4.2.2.2 When either the Men's Track and Field team or Women's Track and Field team win the conference championship, COACH will earn a one-time performance incentive of \$2,000 per team championship and the full-time assistant coach will earn a one-time performance incentive of \$750 per team championship. This is applicable to each year of the Agreement.

4.2.2.3 When a member of the Men's Cross Country or Women's Cross-Country team qualifies for the NCAA National competition, COACH will earn a one-time performance incentive of \$500 per individual and the full-time assistant coach will earn a one-time performance incentive of \$500 per individual. This is applicable to each year of the Agreement.

4.2.2.4 When a member of the Men's Track and Field or Women's Track and Field team qualifies for the NCAA National competition, or a relay team qualifies for the NCAA National competition, COACH will earn a one-time performance incentive of \$100 per individual or relay team and the full-time assistant coach will earn a one-time performance incentive of \$100 per individual or relay team. In addition, if any individual or relay team that advances to the National Semifinals, COACH will earn a one-time performance incentive of \$250 per individual or relay team, and the full-time assistant coach will earn a one-time performance incentive of \$250 per individual or relay team. This is applicable to each year of the Agreement.

4.2.2.5 When a member of the Men's Cross Country or Women's Cross Country team wins a NCAA Individual Championship, COACH will earn a one-time performance incentive of \$1,500 per individual and the full-time assistant coach will earn a one-time performance incentive of \$750 per individual. This is applicable to each year of the Agreement.

4.2.2.6 When a member of the Men's Track and Field or Women's Track and Field team wins a NCAA Individual Championship or a relay team wins a NCAA Championship, COACH will earn a one-time performance incentive of \$1,500 per individual or relay team and each full-time assistant coach will earn a one-time performance incentive of \$750 per individual or relay team. This is applicable to each year of the Agreement.

4.2.2.7 When either the Men's Track and Field team, Women's Track and Field team, Men's Cross-Country team or Women's Cross-Country team win the NCAA Team Championship, COACH will earn a one-time performance incentive of \$5,000 per team championship and will receive a one-year extension to this contract. The full-time assistant coach will earn a one-time performance incentive of \$1,000 per team championship. This is applicable to each year of the Agreement.

#### 4.2.3 Professional Recognition

4.2.3.1 When the COACH is recognized as Conference or Regional Coach of the Year by the conference itself or the USTFCCCA, COACH will earn a one-time performance incentive of \$2,500. If the full-time assistant coach is recognized as Conference or Regional Assistant Coach of the Year by the conference itself or the USTFCCCA, the full-time assistant coach will earn a one-time performance incentive of \$750. This is applicable to each year of the Agreement.

## **5.0 Contracts for Broadcasts and/or Endorsements**

5.1 The University retains all endorsement and multi-media rights, including television, radio, internet, print, etc., on behalf of COACH and the men's and women's cross country / track and field teams. COACH may not enter into any Agreement for professional or personal endorsement of a product, business or charitable organization without approval of the Director or the University President.

## **6.0 Camps and Clinics**

6.1 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 the University for the use of such facilities unless camps are operated with the primary purpose of generating revenue for the University men's and women's cross country / track and field teams program. The use of University facilities will be determined by the availability of those facilities as established by University policy. COACH may operate and receive additional compensation for camps/clinics as outlined in the athletic department's policy regulating camps and clinics. Should COACH operate a University-sponsored camp for the primary benefit of the University men's and women's cross country / track and field programs, the following shall apply:

6.1.1 All revenues from university camps/clinics will be deposited into COACH's University camp budget. After all expenses are met, COACH may be compensated up to the amount of surplus remaining in the account, or use the profits to pay assistant coaches, supplement the University men's and women's cross country / track and field program's operating budget, or a combination of the three, at COACH'S discretion.

6.1.2 Camps operated through the University camp budget will not be subject to facility fees; however, all camps will be assessed a per camper administration fee by Department of Athletics through the Foundation.

6.1.3 Conducting camps and clinics is considered a part of COACH's job description related to promoting the University and the athletics department; thus, neither COACH nor assistant coaches will not be required to take leave while conducting camps run through the University camp budget.

6.1.4 COACH's camp budget will be charged for a personal injury insurance policy approved by the University for camp/clinic participants.

6.2 If camps are operated as a private event, 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.

6.2.1 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.

6.2.2 The COACH agrees to pay the University all out-of-pocket costs incurred by the University in making the facilities available for the camps.

6.2.3 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, the Foundation, its agents and servants, are named as the insured (or as an additional insured) which provides:

6.2.4 Workers' Compensation and Employers Liability: Workers' Compensation limits as required by the Labor Code of the State of Louisiana and Employers Liability coverage if COACH hires any employees to work at such camps or clinics. Comprehensive General Liability: \$1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage.

6.2.5 Annual leave must be requested to cover the dates of the camp operation for all University personnel involved.

6.2.6 Complete records will be maintained regarding income and expenditures associated with said camp and available for verification by university auditors.

6.2.7 The COACH agrees to protect, indemnify and save harmless the Board, University and Foundation and their employees, agents and servants 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.

6.2.8 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.

6.3 The Vice President of Athletics & Recreation 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 camps.

## **7.0 Employee Benefits**

7.1 COACH shall participate in the mandatory benefit plan and be eligible for optional employee plans as would any other University unclassified employee. Such benefit will be based upon COACH's base annual salary as provided by university.

## **8.0 Outside Income-Subject to Compliance with Board Rules**



8.1 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 therefrom. COACH shall be entitled to retain revenue generated from his operation of camps and/or 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.

8.2 Notwithstanding the above or anything else herein to the contrary, if COACH receives athletically related income or benefits totaling more than \$600 per year from any source or combination of sources other than Employer, COACH must report all such income or benefits to the President in writing at least annually. Examples include, without limitation, income or benefits from (1) endorsement or consultation contracts with apparel companies, equipment manufacturers, or television or radio programs; (2) ownership, control, or management of a foundation, organization, or other entity; and (3) participation in athletic camps outside of those offered by Employer (see Bylaw 11.2.2.).

## **9.0 Apparel, Equipment Endorsements**

9.1 The University shall retain all endorsements rights on behalf of COACH. COACH shall not endorse or serve as a spokesperson for a business, product, service, charitable organization without prior approval from the Director. Should the COACH be authorized by the University, the University shall receive and then pay to COACH any funds for which he is responsible in obtaining for the University through endorsements of show, 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.

## **10.0 Coaching Staff**

10.1 COACH shall have the authority to select a coaching staff comprised of unclassified personnel upon authorization by the Director of Athletics and approval by the Board of Supervisors for the University of Louisiana System.

10.2 COACH shall have an assistant coach salary pool of \$45,000 for one (1) Full-Time Equivalent position and an additional \$10,000 for part-time position(s).

## **11.0 Compliance with NCAA, Conference and University Rules**

11.1 COACH shall abide by the rules and regulations of the NCAA, Conference & University rules. If found 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, without pay, or the employment of COACH may be terminated if COACH is found to be involved in deliberate and serious violations of NCAA, Conference and University regulations (NCAA Constitution 11.2.1).

11.2 COACH and Employer acknowledge and agree that COACH has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of a case (see NCAA Bylaw 19.2.3 for examples of full cooperation), and (2) an individual who is found in violation of NCAA regulations shall be subject to disciplinary or corrective action as set

forth in the provisions of the NCAA infractions process (see NCAA Bylaw 19), including suspension without pay or termination of employment.

## **12.0 Title IX Sexual Misconduct Policy Reporting and Compliance**

12.1 COACH shall promptly report to the University's Title IX Coordinator or Deputy Title IX Coordinator any Known Violation(s) of the University or the University of Louisiana System's Sexual Misconduct Policy (including, but not limited to sexual harassment, sexual assault, sexual exploitation, domestic violence and stalking) that involve any student, faculty, or staff or that is in connection with a University sponsored activity or event. Any emergency situation shall be immediately reported to 911 and/or law enforcement. For purposes of this paragraph, a "Known Violation" shall mean a violation or an allegation of a violation of Title IX and/or the University's or the University of Louisiana System's Sexual Misconduct Policy that COACH is aware of or has reasonable cause to believe is taking place or may have taken place.

## **13.0 Morality**

13.1 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 athletics programs; and

13.2 COACH shall also abide by the State of Louisiana Code of Government Ethics, University Policy 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.

## **14.0 Termination**

14.1 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, University will obtain approval from the University of Louisiana System President.

14.2 COACH may be terminated by the Director at any time for misconduct, substantial and manifest incompetence, violation or gross disregard of state or federal laws, and deliberate and serious violations of NCAA, conference, or University rules, regulations, policies or procedures. In the event of such termination, COACH will receive thirty (30) calendar days notice of termination or thirty (30) calendar days regular pay in lieu of such notice. All compensation, including salary, benefits and other remuneration incidental to employment, cease upon termination. The judgment as to whether the conduct of COACH constitutes cause under this provision shall not be exercised arbitrarily, capriciously or in a discriminatory manner by the University. No damages shall be due if termination is for just cause.

14.3 The University may terminate this Agreement for cause pursuant to the for-cause-termination provisions of this Agreement for any determined violation by COACH for failure to report a Known Violation of:

- (1) Title IX of the Education Amendments of 1972;
- (2) the University's Sexual Misconduct Policy; or
- (3) the University of Louisiana System's Sexual Misconduct Policy.

14.4 The University may at any time, and in its sole discretion, terminate the employment of COACH for any reason. In the event the University terminates the Contract, without cause, the COACH shall be entitled to liquidated damages equal to \$5,000. The liquidated damages shall be due and payable within sixty (60) days of the termination.

In the event COACH terminates this Agreement without cause, University will be entitled to liquidated damages paid by COACH or new employer equal to \$5,000. The liquidated damages shall be due and payable in a lump sum within sixty (60) days of the date of termination.

14.5 COACH may be terminated at any time due to the financial circumstances in which the University and/or the University of Louisiana System has made a 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 salary in lieu of such notice. All compensation, including salary, benefits, supplemental compensation and other remuneration incidental to employment, cease upon termination of employment.

#### **15.0 Fundraising**

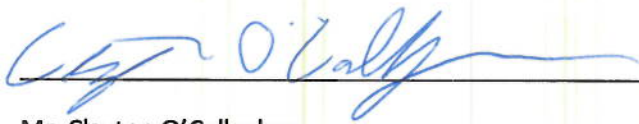
All fundraising activities by COACH must be pre-approved by the Director, or his/her designee, to ensure that such activities are in compliance with University policies. Director may require COACH to participate in department fundraising initiatives and/or maintain a fundraising goal specific to his sport.

#### **16.0 Severability**

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.

#### **17.0 Force Majeure**

No party shall be considered in default performance of his/her 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.



Mr. Clayton O'Callaghan

Head Coach

Men's & Women's Cross Country/Track & Field

University of New Orleans



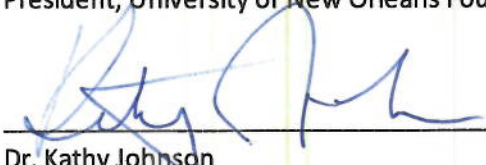
Mr. Vincent Granito

Interim Director of Athletics, University of New Orleans



Mr. Anthony Gregorio

President, University of New Orleans Foundation



Dr. Kathy Johnson

President, University of New Orleans

Approved by the Board of Supervisors for the University of Louisiana System at its meeting on the 23<sup>rd</sup> day of October, 2025.

A handwritten signature in black ink, appearing to be 'T. R. ...', is written over a horizontal line.

Secretary, Board of Supervisors  
for the University of Louisiana System

Approved by the Board of Supervisors of University of Louisiana System on 10/23/25.

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

**PERSONNEL COMMITTEE**

**October 23, 2025**

**Item J.4.**      **University of New Orleans'** request for approval to appoint Ms. Arlean Wehle as Interim Vice President for Finance and Administration effective August 20, 2025.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Ms. Arlean Wehle as Interim Vice President for Finance and Administration effective August 20, 2025, at an annual salary of \$210,000. 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 University of New Orleans' request for approval to appoint Ms. Arlean Wehle as Interim Vice President for Finance and Administration effective August 20, 2025.*



THE UNIVERSITY *of*  
**NEW ORLEANS**  

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OFFICE OF THE PRESIDENT

September 18, 2025

Dr. Richard J. Gallot, Jr.  
President  
The University of Louisiana System  
1201 North Third Street  
Baton Rouge, LA 70802

Re: Ms. Arlean Wehle

Dear Dr. Gallot,

On behalf of the University of New Orleans, I am requesting approval to hire Ms. Arlean Wehle for the position of Interim Vice President for Finance and Administration effective August 20, 2025. This appointment is 100% of full time and will carry a fiscal salary of \$210,000.

Thank you for your consideration.

Sincerely,

Kathy E. Johnson  
President



THE UNIVERSITY *of*  
NEW ORLEANS

OFFICE OF THE PRESIDENT

September 16, 2025

Dr. Richard J. Gallot, Jr.  
President  
The University of Louisiana System  
1201 North Third Street  
Baton Rouge, LA 70802

Dear Dr. Gallot,

The University of New Orleans (UNO) requests approval to hire Ms. Arlean Wehle as Interim Vice President for Finance and Administration effective August 20, 2025 with an annual salary of \$210,00.00.

With the sudden transition of Dr. Edwin Litolff, it was essential that we moved as quickly as possible to fill his position, particularly given the fiscal matters that needed attention in conjunction with our budget realignment and preparation to rejoin the LSU system. Ms. Wehle was one of several candidates that I met with, and the candidate that had the strongest breadth and depth of experience in higher education finance and administration. She was appointed in an interim role because we did not have sufficient time to conduct a national search. However, she has been informed that she will be welcome to apply for the permanent position when we do conduct a search late in Spring 2026. This timing will ensure that the resulting finalist will be eligible for review and approval by the LSU Board of Supervisors for the permanent position, which will be effective July 1, 2026.

Ms. Wehle earned a B.S. in Accounting from Louisiana State University. Ms. Wehle's career experience in developing comprehensive financial strategic plans, implementing cost effective measures and implementing practical management strategies will serve as an asset to UNO during this period of transition. She has extensive experience from holding a similar role at Southern University New Orleans (SUNO) as well as relevant positions at LSU Health Sciences Center New Orleans and the University of Holy Cross.

Thank you for consideration of our request.

Sincerely,

Dr. Kathy E. Johnson  
President  
Enclosures





THE UNIVERSITY of  
NEW ORLEANS  
OFFICE OF THE PRESIDENT

August 1, 2025

Arlean Wehle  
Vice Chancellor for Administration and Finance  
Southern University at New Orleans  
via email: [arlean.wehle@gmail.com](mailto:arlean.wehle@gmail.com)

Dear Ms. Wehle:

It is with great pleasure that I invite you to accept the position of Interim Vice President for Finance and Administration at The University of New Orleans. This appointment is 100% of full time and will carry an annual fiscal year salary of \$210,000. As an exempt salaried employee, you will not be eligible for overtime pay. As discussed, your first day of employment will be August 20, 2025.

Given UNO's transition to the LSU system planned for July 1, 2026, the interim title helps to ensure that we can do a full search and have the finalist for this position be approved by the LSU Board of Supervisors at the appropriate time. You of course would be welcome to apply for this position when a search is conducted. This position is unclassified, meaning it is not governed by the rules of the Louisiana Civil Service Commission. All unclassified employees serve at the pleasure of the president and the UL system Board of Supervisors at this time. Continued employment is contingent upon availability of funds and satisfactory performance.

As Vice President for Finance and Administration you will be responsible for providing leadership and strategic vision to advance the university's mission and goals, to continue to ensure financial stability, and to promote an environment of continuous improvement. You will provide leadership for Finance, Purchasing, Payroll, Accounts Payable, Accounts Receivable, Bursar, Facility Services, Human Resources, University of New Orleans Police, Emergency Preparedness, and Auxiliary Services (including the Lakefront Arena and contracted units). Student success is our core mission at the University of New Orleans, and all executive leaders are encouraged to innovate and lead efforts that reduce barriers to student access and success, and to occasionally teach UNIV 1001, our University Success first year seminar for new beginners.

We care deeply about the success of all executive leaders at the University of New Orleans. To this end, you will be encouraged to pursue professional development opportunities that will enhance your leadership effectiveness. We also will have regular conversations about your leadership

goals and goals for the division and how we might best help you to attain them. We have an outstanding leadership team of deans and vice presidents and you will be considered a core member of this team on the Executive Cabinet.

You will be eligible to participate in UNO's employee benefits package. During your first few weeks of employment, you will be required to attend new employee orientation where you will be given information about your benefit options and assistance in completing the necessary forms. Details of the various benefits offered are available from the Office of Human Resource Management website at <https://www.uno.edu/hrm>.

Among the conditions of employment by the UL System is the execution of a form in which you pledge your support of the United States and Louisiana Constitutions. Participation in a state retirement plan is mandatory for all employees, except those hired on F or J visas. As a participant in a state retirement plan, you will not contribute into the federal Social Security system, but the Medicare portion of the Social Security tax will be deducted from your pay.

In addition, Act 264 of the 2013 Regular Session of the Louisiana Legislature requires all unclassified employees earning in excess of \$100,000 annually to provide proof within 30 days of hire that they have a valid Louisiana Driver's license and that all vehicles registered in their name have been registered in this state. If this condition of employment is applicable to you, please submit a copy of your Louisiana Driver's license and proof of registration of all vehicles registered in your name to the Office of Human Resource Management within 30 days of your start date. Failure to do so will result in termination of your employment.

The Federal Immigration Reform and Control Act requires every employer to establish both the identity and employment eligibility of every employee hired. You must meet the requirements of this law in order to be hired. You will therefore be required to complete a Form I-9 and present acceptable documents no later than the end of your first day of employment.

Your employment will be subject to UNO's policies, procedures, and handbook and they may be revised from time to time. Your employment is at-will, meaning that either you or UNO can legally terminate the relationship at any time, with or without cause or advance notice.

Please indicate your acceptance of this offer by signing in the space indicated below and return the signed letter to me at your earliest opportunity. We must receive your signed acceptance before we can proceed with the hiring process.

I sincerely hope that you will accept this offer as I would be thrilled to have you join my leadership team. Please feel free to call me at 317-363-8999 or email me to discuss any questions you may have.

Sincerely,



Dr. Kathy E. Johnson  
President

I, Arlean Wehle, accept this job offer from The University of New Orleans.



8/1/25

Signature

Date

# ARLEAN WEHLE

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Cell Phone: (504) 621-4954 Email: Arlean.Wehle@gmail.com

## **Executive Profile**

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Innovative, collaborative, financial and operations management professional with leadership experience. Committed to implementing business and financial practices supported by analytics and benchmark metrics to ensure efficient utilization of resources to advance the organization's mission, achieve strategic goals, process improvements, and growth. Experienced in auditing processes and reporting to Board of Directors.

### ----- Key Skills -----

- |                               |                   |
|-------------------------------|-------------------|
| ✓ Teamwork                    | ✓ Leadership      |
| ✓ Multiple project management | ✓ Problem-solving |
| ✓ Listening                   | ✓ Detail-oriented |

## **Professional Experience**

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*Vice Chancellor for Administration and Finance*  
Southern University of New Orleans (2023 – present)

Provide leadership for the financial offices, facilities, grounds, purchasing, human resources, financial aid, information technology, institutional research, campus police and auxiliary enterprises. Oversee the financial operations to include budget development and control, revenues projections, expenditure controls, cash flow projections, internal controls and reporting.

- Collaborate and advise Executive leadership team on strategic planning that includes budget proposals, forecasts, and long-term financial modeling.
- Develop comprehensive financial strategic plans to optimize revenue streams and identify cost savings opportunities.
- Identify opportunities for cost optimization, revenue growth, and enhancement through financial analysis and key performance metrics.
- Prepare and implement best practices to ensure a well-controlled, yet flexible institution that has strong and ethical fiscal management meeting state regulations, project coordination, cross-team communications and workflows.
- Analyze financial data, performance metrics, and enrollment trends to provide actionable insights and recommendations.
- Prepare financial statements and governmental agency reports.
- Direct administration and leadership for developing, implementing and tracking strategic plan as related to financial initiatives.
- Provide leadership and strategic direction to ensure cost effective and practical management over campus buildings, grounds, new construction, renovations, deferred maintenance, and facility rentals.
- Present financial statements to the board, cabinet and other stakeholders.

*Executive Director for Accounting Services*

Louisiana State University Health Sciences Center (2018 – 2023)

Provide strategic, innovative leadership in the planning, direction, implementation, assessment and improvement of the university's business offices, accounting and financial services in support of the university's mission, vision and goals. Responsible for the management of daily operations including billing and accounts receivable, cost accounting, asset management, bursar's office (cashiering), sponsored projects accounting, accounts payable, and payroll. Manage and monitor physician service agreements with hospitals and clinics for faculty and residents. Prepare and manage the financial reporting activities for the university including but not limited to, income statements, balance sheets, cash flow statements, capital project reports, reports to funding organizations and reports to support contracts and grants.

- Established accounting structure and provide ongoing financial reporting on the Managed Care Incentive Program (MCIP) which is a 5-year program of over \$500 million dollars. This allows us to readily track all activity on this program new to the state of Louisiana and LSU Health Sciences.
- Performed review of accounting information systems to drive automation of manual processes which included automation of student refunds, entries for changes to funding sources, interdepartmental transactions. The automation of student refunds saved time and effort of processing and printing over 4,000 checks and manually distributing to students each semester. This resulted in students receiving their financial aid faster, directly into the bank accounts, and no more waiting in long lines for hours for a paper check.
- Accelerated month end close from 15 – 18 days down to 5 business days.
- Successfully established remote workflow to ensure continuity of business during COVID pandemic.
- Developed emergency work plan during hurricane Ida closures to ensure payroll, payments and receivables continued with limited personnel available to work during this emergency.
- Established and monitor cash flow projections for half billion dollars in operating activity which resulted in stability over drawdowns and allowed for investment of funds resulting in over an additional \$2 million in interest earnings in first year.
- Developed online web payments for various programs and events eliminating the paper checks being collected across campus which was inefficient and lacked internal controls. This also facilitated easy and convenient payment methods for attendees.
- Collaborate with the LSUHSC Foundation for unrestricted and restricted gifts and endowment reporting which resulted in \$1million of unreconciled receivables to be cleared.
- Developed training on clinical trials, purchasing cards, travel and expense policies, and accounting fundamentals to support business managers in all departments across campus.
- Wrote and distributed semi-annual accounting services newsletters to communicate new processes, existing process reminders, and other helpful information to end users of the financial system and accounting services.
- Rebuilt the accounting services team by strategically hiring and promoting key leaders who prioritize customer service, foster teamwork, and set high performance expectations with a strong focus on accountability.

*Vice President for Finance, Operations and Treasurer*

University of Holy Cross (2011 - 2018)

As a member of the President's Cabinet, provided guidance over all financial and operational services. Responsible for finance, financial statements, audits, investments, contracts, legal, payroll, accounts payable, human resources, accounts receivable, operations (food services, events, residence hall, mailroom, copy center), construction and renovations, security, facilities, and information systems. Responsible for building and management of first

residence hall on campus, from funding, design, to move-in day for student residents.

- Established training to ensure compliance on controls, safety, state and federal regulations which resulted in fewer instances of non-compliance with internal and external policies and worker's compensation claims.
- Worked to ensure financial stability of the university by working collaboratively with various stakeholders to build and execute the institution's financial strategy to produce monthly, annual and 5-year budget plans to provide guidance on spending, setting recruitment expectations, and determining programs to continue and those to wind down.
- Established a deferred maintenance schedule and identified funding sources to replace aged and broken pipes, boilers, air handling units and compressors to ensure facilities had heat and air conditioning and working plumbing in all buildings.
- Increased return on investment portfolio by restructuring investment plan and hiring a new investment manager firm which increased overall performance by 3% annually.
- Increased endowment by \$200,000 working with Institutional Advancement to obtain gifts that qualified for state matching funds for professorships and scholarships.
- Was able to obtain FEMA funds from Hurricane Katrina that were due to the university in the amount of \$10 million for the damages caused by the use of various military entities during the aftermath of the storm.

*Director of Financial Management & Controller*  
University of Holy Cross (2010 – 2011)

Direct the financial affairs of the University which included the offices of accounting, accounts payable, payroll, human resources and bursar. Prepared financial statements, cash projections, budgets and financial forecasts. Establish and maintain bank accounts and banking relations.

- Performed program analysis to provide contribution margins to ensure sustainability and to establish pricing points for tuition rates and fees for the University resulting in positive bottom line each semester.
- Identified that the university was not properly insured for protection against property losses and potential liabilities and increased coverage without increased costs by reviewing various vendor proposals.

*Senior Financial Analyst*  
*Ochsner Health System*  
2008– 2010

As senior lead of the decision support team, directed and participated in hospital wide feasibility studies to develop strategies in support of strategic financial initiatives. Prepared annual hospital and clinic budget including capital expenditures. Performed feasibility studies for medical equipment and product line analysis with start plan and return on investment analysis. Delivered and reported on analysis of product lines in a professional manner with discretion, tact, and confidentiality. Developed work plans for system reviews on targeted business functions to validate and implement opportunities to improve the productivity, service and quality of operations.

- Prepared proforma for startup palliative care which resulted predicted a 5-year return. However, the true analysis was how this would assist in the mental care of terminal patients which outweighed the long return and the new program was successfully started with needed funds. Family members sent thank you letters for this humane care of their loved ones.

*Team Leader, Receipts & Disbursements*

*Stewart Enterprises, Inc*  
*2005– 2008*

Lead and managed a team of forty individuals in a shared service environment providing support for decentralized locations in 47 states and Puerto Rico. Services consisted of accounts payable, payroll, cash receipts and receivables, and human resources employee transactions. Implement, monitor, and support internal control environment to ensure compliance for Sarbanes Oxley controls, regulatory compliance, and operational efficiency/accuracy.

- Successfully spear headed system conversion to Oracle Financial System for all accounting services with a one-year implementation goal by streamlining processes, eliminating inefficient practices. Developed step by step procedures and trained on how to use the new system which allowed team to quickly enter transactions with minimum errors and time.
- Interpret and provide guidance to others on the application of financial and corporate policies.
- Oversee account reconciliations for journal entries for primary operational departments allowing teams to put in practice steps to ensure mission and goals were achieved.
- Evaluate processes and develop strategic plan for implementing process improvements, cost containment, and increased efficiency and customer satisfaction.
- Established self-check and cross-checking procedures on transactions which resulted in 15% fewer keying entries and fewer customer complaints regarding errors.

*Director of Internal Audits*  
*1991– 2005*

Started at Tulane University as a staff auditor and progressively earned positions of Audit Supervisor then Director. Assured that the Office carried out its role and mission and met its responsibilities to ensure proper internal controls, efficient and effective management of resources, and safeguarding of assets. Provided leadership to audit staff . Provided a formal liaison function with all outside auditors, responsible for ensuring full and timely cooperation with all external audits including those of government agencies. Developed comprehensive annual audit plans for the university using risk assessments and collaboration with senior management. Performed compliance, financial, investigative, and operational audits as part of the audit team. Presented findings and recommendations to management, Cabinet members and Audit Committees.

- Served as a technical resource in financial accounting and reporting, federal compliance matters, and in decisions involving the development or modification of internal control systems and operating policies and procedures to ensure proper accounting and risk review.
- Developed and presented training on controls, OSHA, federal and state policies for the University members to increase knowledge on risks management, internal controls, efficiencies in processes, etc.
- Streamlined audit procedures, allowing jobs to be completed under budgeted hours and with minimum disruption within areas audited.

*Auditor*  
*Landmark Land Company*  
*1988 – 1991*

Performed compliance, financial, and operational audits as part of the audit team. Prepared work papers and draft reports.

## **CERTIFICATIONS**

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Certified Public Accountant, Licensed  
Certified Fraud Examiner  
Chartered Global Management Accountant  
Certified Internal Controls Auditor, 2005 - 2007

## **EDUCATION**

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Louisiana State University, Baton Rouge, LA  
Bachelor of Science, Accounting Major

## **PROFESSIONAL MEMBERSHIPS AND ASSOCIATIONS**

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American Institute of Certified Public Accountants, 1991 - present  
State Board of Certified Public Accountants of Louisiana, 1991 - present  
Society of Louisiana Certified Public Accountants, 1991 - present  
National Association of College and University Business Officers, 2010 - present  
Institute of Internal Auditors served as: \* Board of Governors, 2001 – 2004 \* Vice President, 1994 – 1995  
\* Publicity Chair, 1991 – 1993  
Association of Certified Fraud Examiners  
Institute of Internal Controls, 2005 - 2007  
Association of College and University Auditors served as: \* Audit Committee Chair, 2003 – 2005 \* Board  
Member At Large, 2003 \* Nominations Committee, 2002 \* Audit Committee Member, 2003  
Louisiana Association of College and University Auditors served as: \* President, 2000 \* Vice President,  
1999 \* Secretary, 1998