

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

ATHLETIC COMMITTEE

April 24, 2025

Item E.4. **McNeese State University's** request for approval of a contract with Ms. Ayla Guzzardo, Head Women's Basketball Coach, effective April 2, 2025.

EXECUTIVE SUMMARY

Under this agreement, Coach will earn the following annual salary:

- April 2, 2025 to April 1, 2026 -- \$150,000
- April 2, 2026 to April 1, 2027 -- \$155,000
- April 2, 2027 to April 1, 2028 -- \$160,000
- April 2, 2028 to April 1, 2029 -- \$160,000
- April 2, 2029 to April 1, 2030 -- \$160,000

During the term, Coach shall have the opportunity to earn Bonus Compensation paid to the Coach by the McNeese State University Foundation through the University's normal payroll process. The supplemental pay for specific and extraordinary achievement, in accordance and as stipulated by the University policy titled Bonuses for Specific and Extraordinary Achievement as allowed by NCAA Division I bylaw 11.3.2.3. The Foundation is also responsible for increased related benefit payments associated with the supplement. Coach is also eligible to receive a financial incentive for academic success as defined by University Athletic Department policy.

Women's Basketball Incentives:

- \$1,000 – Winning Record in Southland Conference Games (.500 or better)
- \$3,500 – Win 20 Regular Season Games or More
- \$500 – Wins over SEC, Big Ten, Big XII, or ACC Opponents, or a Top 25 Team (ranking at the time of competition per the AP Poll)
- \$8,500 – Southland Conference Regular Season Championship (Ties Included)
- \$1,500 – Semi-Final Games Appearance in the Southland Conference Tournament
- \$1,500 – Championship Game Appearance in the Southland Conference Tournament
- \$12,000 – Southland Conference Tournament Championship
- \$10,000 – NCAA At-Large Tournament Appearance
- \$12,000 – Each NCAA Tournament Win
- \$2,000 – WBIT Appearance
- \$1,000 – Each WBIT Win
- \$2,500 – Southland Conference Coach of The Year

Academic Incentives:

- \$1,500 – 985 or higher single year APR
- \$1,000 – Team Cumulative single Year GPA at or above 3.000 (Prior Summer, Fall and Spring, calculated at the end of the Spring semester)

Termination by University

In the event the University terminates the contract without cause, University shall pay to Coach within 90 days and on a date mutually agreed upon by University and Coach. The amount that will be payable to Coach will be calculated as follows, and any amounts due beyond the current fiscal year shall be funded solely by the Foundation athletic-related accounts:

- If Coach is terminated without cause between April 2, 2025 and April 1, 2029, Coach shall be entitled to an amount equal to 100% of remaining Base Salary from the date of termination through the end of the term.
- If Coach is terminated without cause between April 2, 2029 and April 1, 2030, Coach shall be entitled to an amount equal to 15% of remaining Base Salary from the date of termination through the end of the term.

Termination by Coach

In the event Coach terminates this contract without cause to accept a position as a head or assistant basketball coach at a different University or Community College or other educational organization or any professional athletic organization, Coach or third party shall pay University the following amounts:

- If Coach terminates the contract between April 2, 2025 and April 1, 2026, University shall be entitled to receive \$100,000 from Coach or from third party.
- If Coach terminates the contract between April 2, 2026 and April 1, 2027, University shall be entitled to receive \$75,000 from Coach or from third party.
- If Coach terminates the contract between April 2, 2027 and April 1, 2028, University shall be entitled to receive \$50,000 from Coach or from third party.
- If Coach terminates the contract after April 2, 2028, there will be no financial penalty from Coach or from third party.
- If Coach terminates the contract between April 2, 2025 and April 1, 2028, and Athletic Director Heath Schroyer is no longer employed by McNeese, the University shall be entitled to 50% of the applicable liquidated damages previously listed.

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 Ms. Ayla Guzzardo, Head Women's Basketball Coach, effective April 2, 2025.



OFFICE OF THE PRESIDENT

MCNEESE STATE UNIVERSITY

WADE ROUSSE, PhD

Via Electronic Transmittal Only

April 1, 2025

President Richard J. Gallot, Jr.
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the April 24, 2025 meeting of the Board of Supervisors:

Contractual Agreement with Ms. Ayla Guzzardo, Head Women's Basketball Coach

Thank you for your assistance in this matter.

Sincerely,

Wade Rousse, PhD
President

Attachment

McNEESE STATE UNIVERSITY

HEAD WOMEN'S BASKETBALL COACH CONTRACT OF EMPLOYMENT

STATE OF LOUISIANA

PARISH OF CALCASIEU

This contract is made and entered into between McNeese State University through its President, Dr. Wade Rousse, McNeese State University Foundation represented by Laura Bowers, and **AYLA GUZZARDO** (hereinafter referred to as "COACH"). This agreement is subject to the approval of the Board of Supervisors of the University of Louisiana System, the management board for McNeese State University (the "Board"). 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 McNeese State University (the "University") does hereby employ COACH as **Head Women's Basketball Coach** and COACH does hereby accept employment and agrees to perform all of the services pertaining to Women's Basketball 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 Athletics Director.
- 1.2 COACH shall be responsible, and shall report, directly to the University's Director of Athletics (the "Director") and shall confer with the Director or the Director's designee on all administrative and technical matters. COACH shall also be under the general supervision of McNeese State University's President.
- 1.3 COACH shall manage and supervise the team and shall perform such other duties in McNeese State University's athletic program as the Director may assign.
- 1.4 COACH agrees to represent McNeese State University positively in public and private forums and shall not engage in conduct that reflects adversely on McNeese State University or its athletic programs.

2.0 Term

- 2.1 The term of this contract is for a fixed period of sixty (60) months, commencing on the **2nd day of April 2025**, and terminating without further notice to COACH on the **1st day of April 2030**.
- 2.2 After April 1, 2030, this contract is renewable solely upon an offer from McNeese State University and an acceptance by COACH, both of which must be in writing, signed by the parties, and approved by the Board. This contract in no way grants COACH a claim to tenure in employment, nor shall COACH'S service pursuant to this contract count in any way toward tenure at McNeese State University.
- 2.3 This contract may be amended or extended at any time during the period of this contract by mutual agreement of all parties.

3.0 Compensation

- 3.1 In consideration of COACH'S services and satisfactory performance, McNeese State University shall pay COACH a base annual (12-month) salary in the amounts below, payable on a monthly basis.
 1. April 2, 2025 to April 1, 2026 -- \$150,000
 2. April 2, 2026 to April 1, 2027 -- \$155,000
 3. April 2, 2027 to April 1, 2028 -- \$160,000
 4. April 2, 2028 to April 1, 2029 -- \$160,000
 5. April 2, 2029 to April 1, 2030 -- \$160,000
- 3.2 The University does not guarantee amounts due under this contract beyond the current year of performance. Should the contract be terminated for any reason, amounts due shall be determined in accordance with section 14 of this contract.
- 3.3 The University may permit additional (non-recurring) supplemental pay to COACH for specific and extraordinary achievement in accordance and as stipulated by the University policy entitled Bonuses for Specific and Extraordinary Achievement and as allowed by NCAA Division I bylaw 11.3.2.3.
- 3.4 In this appointment, in accordance with ULS Policy Number FS.111.XXI.-1, COACH will not accrue Compensatory Leave and COACH will be exempt from taking leave when the University is officially closed at holiday breaks.
- 3.5 COACH may be eligible for cost of living or merit pay increases in addition to the stated base salary. COACH is also subject to pay adjustment according to economic circumstances that affect all employees in the unclassified state service.

3.6 During the Term, COACH shall have the opportunity to earn Bonus Compensation as follows:

Basketball Incentives:

- \$1,000 – Winning Record in Southland Conference Games (.500 or better)
- \$3,500 – Win 20 Regular Season Games or More
- \$500 – Wins over SEC, Big Ten, Big XII, or ACC Opponents, or a Top 25 Team (ranking at the time of competition per the AP Poll)
- \$8,500 – Southland Conference Regular Season Championship (Ties Included)
- \$1,500 – Semi-Final Games Appearance in the Southland Conference Tournament
- \$1,500 – Championship Game Appearance in the Southland Conference Tournament
- \$12,000 – Southland Conference Tournament Championship
- \$10,000 – NCAA At-Large Tournament Appearance
- \$12,000 – Each NCAA Tournament Win
- \$2,000 – WBIT Appearance
- \$1,000 – Each WBIT Win
- \$2,500 – Southland Conference Coach of The Year

Academic Incentives:

- \$1,500 – 985 or higher single year APR
- \$1,000 – Team Cumulative single Year GPA at or above 3.000 (Prior Summer, Fall and Spring, calculated at the end of the Spring semester)

Per COACH discretion and written direction, money from incentives can be directed to paid members of his/her staff in accordance with University policy and procedure

4.0 Camps and Clinics

- 4.1 COACH may operate a camp for the teaching of athletic pursuits on the University property to the end of better utilization of the facilities and with suitable compensation paid to the University for the use of such facilities. The use of University facilities will be determined by the availability of those facilities as established by the University. COACH must adhere to the Policy for Use of Campus Facilities.
- 4.2 It is specifically agreed that in the operation of such camps, COACH acts for himself/herself in his/her private capacity and not as an agent or employee of the University and that this contract constitutes merely a license to use the property and facilities subject to the conditions hereafter stated:
 - (a) 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.
 - (b) The COACH agrees to pay the University all out-of-pocket costs incurred by the University in making the facilities available for the camps.
 - (c) 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, its agents and servants, are named as the insured (or as an additional insured) which provides:
 - 1. 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;
 - 2. Comprehensive General Liability: \$1,000,000 combined single limit per occurrence for bodily injury, personal injury, and property damage;
 - 3. Other Insurance Requirements: provided in the Policy for Use of Campus Facilities.
 - (d) Annual leave must be requested to cover the dates of the camp operation for all University personnel involved.
 - (e) Complete records will be maintained regarding income and expenditures associated with said camp and available for verification by University auditors.
 - (f) The COACH agrees to protect, indemnify and save harmless the University from and against any and all expenses, damages, claims, suits, actions, judgments, and costs whatsoever, including reasonable attorney's fees, arising out of or in any way connected with any claim or action for property loss, personal injury or death during the operation of said camp activities.
 - (g) 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.

- (h) The Director of Intercollegiate Athletics will be the administrative officer of the University who will be advised by the COACH of any problems or questions which may arise out of the operation of summer camps.

5.0 Courtesy / Leased Vehicle Benefit

- 5.1 The COACH may receive a courtesy/leased vehicle if an arrangement can be made through a local dealership. The benefit shall not be considered earned income for the purpose of computation of retirement benefits, and COACH shall be responsible for all applicable taxes. The University has no obligation to furnish a vehicle to COACH. The arrangements for a vehicle may be made by either the Athletics Director or COACH.
- 5.2 Insurance on any courtesy / leased vehicle must be paid for by the dealership, the COACH, or some other arrangement agreed to by the Athletics Director.
- 5.3 The COACH may be reimbursed for miles driving the courtesy / leased vehicle on school-sponsored business as authorized and approved following the University of Louisiana System Athletic Travel Policy No. IA-V.(2a).

6.0 Employee Benefits

- 6.1 The COACH shall participate in the mandatory employee benefit plans 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.

7.0 Outside Income and/or Benefits

- 7.1 With approval from the University President and in accordance with University and Board policies, COACH shall be authorized to earn other revenue while employed by the University, but such activities are independent of his/her University employment, and the University shall have no responsibility for any claims arising there from. COACH shall be entitled to retain revenue generated from his/her operation of **Women's Basketball** camps and/or **Women's Basketball** clinics in accordance with University policy relating to camps or clinics conducted by Athletic Department personnel. All outside income will be subject to approval in accordance with the Board of Supervisors for the University of Louisiana System policies (Adopted 2/24/95). Coach shall report annually in writing to President all athletically-related income, revenue, and/or benefits Coach receives from sources outside University, and Coach shall abide by all NCAA regulations regarding outside compensation. Examples of outside income 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 the University. All outside compensation must also comply with the Louisiana Code of Governmental Ethics.
- 7.2 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.).

8.0 Apparel, Equipment Endorsements

- 8.1 The University shall pay to COACH any funds for which he/she is responsible in obtaining for the University through his/her 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.

9.0 Compliance with NCAA and Conference Rules and Regulations, and University Policies and Procedures

- 9.1 COACH shall abide by the NCAA and Conference rules and regulations and the policies and procedures of the University. Pursuant to NCAA Bylaw 11.2.1, Coach understands that Coach has an affirmative obligation to cooperate fully in the infractions process, including the investigation and adjudication of a case (see NCAA Bylaw 19.2.3). 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). If found in violation of Conference rules and regulations, or University policies and procedures, COACH shall be subject to disciplinary or corrective action as set forth by Conference rules and regulations or University policies and procedures. COACH may be suspended for a period of time, without pay, or the employment of COACH may be terminated if COACH is found to be involved in deliberate and serious, or repetitive, violations of NCAA regulations (NCAA Constitution 11.2.1), Conference rules and regulations, or University policies and procedures.
- 9.2 COACH shall also abide by the State of Louisiana Code of Government Ethics, University Policy and Procedures, and the policies and procedures of the University of Louisiana System. In public appearances he/she shall at all times

conduct himself/herself in a manner that befits a University official and shall always attempt to create goodwill and a good image for the University.

- 9.3 COACH shall promote an atmosphere for compliance within the program supervised by the COACH and shall monitor the activities regarding compliance of all assistant coaches and other administrators involved with the program who report directly or indirectly to the COACH (NCAA Division I Bylaw 11.1.2.1 Responsibility of Head Coach).
- 9.4 COACH and Employer acknowledge and agree that (1) 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

10.0 Compliance with Local, State and Federal Laws

- 10.1 COACH shall abide by the laws of the local, state and federal governments. COACH may be suspended for a period of time, without pay, or the employment of COACH may be terminated if COACH is found to be involved in violation or gross disregard of local, state or federal laws.

11.0 Financial Incentive for Academic Success

- 11.1 COACH shall be eligible to receive a financial incentive for academic success within the Women's Basketball program as defined in the University Athletic Department policy. The policy is as follows:

“A head coach whose team's NCAA Multi-Year (Four-Year Rolling Average) Academic Progress Rate (APR) exceeds the national average for Division I public institutions for the reported academic year shall receive a financial incentive award in the amount of \$1,500. In addition, the full-time academic support, athletic department staff members may receive a financial incentive award in the amount of \$200 for each team that surpasses the aforementioned national benchmark. In order for a coach or staff member to be eligible to receive this award, the coach or staff member must have been employed at McNeese State University in their current capacity for at least one full academic year and subsequently would be eligible for the award at the conclusion of their second year.”

12.0 Women's Basketball Staff and Scheduling

- 12.1 Adhering to the University hiring policies, COACH shall have the authority to select associate / assistant coaches upon approval by the Athletics Director, the President, and the Board of Supervisors for the University of Louisiana System. Associate / assistant coaches shall be appointed as University unclassified personnel.
- 12.2 COACH shall be required to earn \$100,000 in Guarantee Game revenues in year 1 of the contract. Future years Guarantee Game is negotiable between COACH, Director of Athletics, and Sport Supervisor, however any requirement may not exceed the amount in year 1. All scheduling must be reviewed and have final approval from the Director of Athletics and/or Sport Supervisor.

13.0 Termination

- 13.1 Either party may terminate this agreement without just cause prior to the expiration of its terms by giving five (5) days written notice to the other party. Prior to termination of COACH, the University will obtain approval from the President of the University of Louisiana System.
- 13.2 COACH may be terminated by the Athletic Director at any time for violation or gross disregard of state or federal laws (excluding minor offenses or those punishable by citation), or deliberate and serious violations of NCAA, conference, or university rules, regulations, policies or procedures, or engaging in conduct, which is clearly contrary to the character and responsibilities of a person occupying the position of **Head Women's Basketball Coach** or which substantially negatively or substantially adversely affects the reputation of the University or McNeese State University athletics or for any violation of this contract; provided, however, prior to termination, University shall meet with COACH to notify her of alleged offending behavior under this clause, following which COACH will have fourteen (14) days to cure alleged offending behavior or violation. University shall provide a good faith opportunity for COACH to cure alleged behavior or violation. In the event of such termination, COACH will receive thirty (30) calendar days notice of termination or thirty (30) calendar day's 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 or other amounts than are specified in this section 14.2 shall be due if termination is for just cause.

13.3 The University may at any time, and in its sole discretion, terminate the employment of COACH for any reason.

- (a) In the event the University terminates the contract, without cause, University shall pay to Coach, within ninety (90) days and on a date mutually agreed upon by University and COACH. The amount that will be payable to COACH will be calculated as follows:
- If COACH is terminated without cause between April 2, 2025 and April 1, 2029, COACH shall be entitled to an amount equal to 100% of remaining Base Salary from the date of termination through the end of the term.
 - If COACH is terminated without cause between April 2, 2029 and April 1, 2030, COACH shall be entitled to an amount equal to 15% of remaining Base Salary from the date of termination through the end of the term.

Coach will not be required to mitigate damages upon payment of liquidated damages.

Any lump sum payments shall be paid in lump sum on the date the payment would have been due and payable had the COACH remained employed until the expiration of the Term. In addition, University will pay to COACH, within ninety (90) days in which University exercises its right to Terminate this Agreement without cause, any compensation or Bonus Compensation actually earned and accrued but unpaid, as well as all expenses incurred in the performance of her duties but not yet reimbursed or otherwise received by the date of the termination, less all applicable taxes and other withholdings. The parties agree that any amounts due beyond the current fiscal year shall be funded solely by the McNeese State University Foundation athletic related accounts.

13.4 In the event COACH terminates this Contract without cause to accept a position as a head or assistant basketball coach at a different University or Community College or other educational organization or any professional athletic organization, COACH or third party shall pay University the following amounts which shall be deemed as agreed upon liquidated damages owed to McNeese State University because the costs the University will incur to search for and hire a new basketball head coach are difficult to determine. COACH shall have no further liability under this Agreement upon University's full reimbursement by a third party for the liquidated damages. Such liquidated damages shall be received by University within 90 days of termination. The amount of such reimbursements will be calculated as follows:

- If COACH terminates the contract between April 2, 2025 and April 1, 2026, University shall be entitled to receive \$100,000 from COACH or from third party.
- If COACH terminates the contract between April 2, 2026 and April 1, 2027, University shall be entitled to receive \$75,000 from COACH or from third party.
- If COACH terminates the contract between April 2, 2027 and April 1, 2028, University shall be entitled to receive \$50,000 from COACH or from third party.
- If COACH terminates the contract between after April 2, 2028, there will be no financial penalty, from COACH or from third party.
- If COACH terminates the contract between April 2, 2025 and April 1, 2028, and Athletic Director Heath Schroyer is no longer employed by McNeese, the University shall be entitled to 50% of the applicable liquidated damages previously listed.

13.5 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.

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: Title IX of the Education Amendments of 1972; the University's Sexual Misconduct Policy; or the University of Louisiana System's Sexual Misconduct Policy.

13.6 Should COACH's contract be terminated for just cause, the University shall not be liable for any payments or benefits specified in this contract past the effective date of termination. Just cause for termination shall include, but not be limited to:

- (a) violation or gross disregard of local, state, or federal laws, NCAA or Conference rules or regulations, or University policies or procedures, as well as
- (b) engaging in conduct, as solely determined by the University, which is clearly contrary to the character and responsibilities of a person occupying the position of Head Women's Basketball Coach or which negatively or adversely affects the reputation of the University or McNeese State Athletics in any way.

14.0 Fundraising

- 14.1 All fundraising activities by COACH must be pre-approved by the Director, or his designee, and coordinated with the Vice President for University Advancement to ensure that such activities are in line with the mission of the department and in compliance with University policies.

15.0 Severability

- 15.1 If any provision of the Contract shall be deemed invalid or unenforceable, either in whole or in part, this Contract 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.

16.0 Force Majeure

- 16.1 Neither party shall be considered in default performance of his or its obligations under this Contract 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.

17.0 Previous Agreements

- 17.1 This employment contract shall supersede and replace any and all previous employment contracts that may have been entered between the parties to this agreement.

IN WITNESS WHEREOF, the parties have executed this act in the presence of the undersigned competent witness.

WITNESSES:

Theo L L 3/21/25

Jan John 3/21/25

Jan John 3/21/25

Deb Kingrey 3.25.25

Ayla Guzzardo Date 3/22/25
Ayla Guzzardo, Head Women's Basketball Coach
McNeese State University

Heath Schroyer Date 3/21/25
Heath Schroyer, Director of Athletics
McNeese State University

Wade Rousse Date 3/21/25
Dr. Wade Rousse, President
McNeese State University

Laura Bowers Date 3/25/25
Laura Bowers, Executive Director
McNeese Foundation

Approved by the Board of Supervisors of the University of Louisiana System at its meeting on the _____ day of

_____, 20____.

SECRETARY – Board of Supervisors