

LSU BOARD OF SUPERVISORS MEETING
University Administration Building Board Room
Louisiana State University
3810 W. Lakeshore Drive, Baton Rouge, LA 70808
MEETING TO BE CONDUCTED ELECTRONICALLY
Wednesday, May 6, 2020 | Time: 1:30 p.m. CT

- I. Call to Order and Roll Call
- II. Invocation and Pledge of Allegiance
- III. Public Comment
- IV. Presentation by AGB and Discussion Related to Leadership Structure and the Presidency
- V. Adjournment

Certificate of Inability to Achieve In-Person Quorum attached.



Board of Supervisors

CERTIFICATION OF INABILITY TO ACHIEVE IN-PERSON QUORUM & NOTICE TO MEET THROUGH ELECTRONIC MEANS

Issued April 30, 2020

In order to address the COVID-19 pandemic, Governor John Bel Edwards took measures to protect the public and issued several proclamations pertaining the crowd sizes and public buildings. Those proclamations were:

- On March 11, 2020, Emergency Proclamation Number 25 JBE 2020 declared the existence of a statewide public health emergency.
- On March 17, 2020, Proclamation Number 30 JBE 2020 (Section 4) was issued permitting public meetings through electronic means so long as conditions are met for public participation.
- On March 23, 2020 Proclamation Number 33 JBE 2020 closed all public buildings, ordering a “stay at home” mandate, limiting public gatherings to ten people, and expiring on April 13, 2020.
- On April 2, 2020, Proclamation Number 41 JBE 2020 was issued extending the “stay at home” order through April 30, 2020.
- On April 30, the Governor’s Proclamation Number 52 extended the “stay at home” order through May 11, 2020.

The mandates of the above executive orders prevent a quorum of the LSU Board of Supervisors from meeting in person with members of the public. In order to deal with the current emergency, the Board will conduct its meeting on May 6, 2020 through electronic means.

The LSU Board of Supervisors will follow its normal procedures by posting the agenda and supporting materials in advance of the meeting on its website. The website will also have instructions for individuals to provide public comment and view the meeting in real time. Information and instructions about the meeting will be posted at:

<https://www.lsu.edu/bos/minutes.php>

Thank you in advance for your understanding in these unusual circumstances.

/s/ Jason Droddy

Jason Droddy

Office of the LSU Board of Supervisors

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AGB Preliminary Report on Administrative Structure

Prepared for the Louisiana State University Board of
Supervisors

By AGB Consultants Dr. Carol Cartwright, Mr. Rich Novak, Mr. George Pernsteiner,
and Ms. Lynn Sommerville

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Methodology and Approach

- Interviews with more than 100 individuals related to LSU
 - Faculty
 - Staff
 - Students
 - Supervisors
 - Administrators
 - Donors
- Reviewed the structures of several universities and university systems of relevance to the study

Note on COVID-19

- Respondents were able to focus on the key questions of the study despite COVID-19 outbreak
- COVID-19 likely to affect State appropriations, student enrollment, tuition income, and methods of operation
- Options and issues remain the same for LSU Administrative Structure but the timing of Board of Supervisors actions regarding structure and the recruitment of a president may be affected

Does the Current Combined Structure Work?

- Maybe
 - Greater sense of LSU identity statewide
 - Foundations working together for first time
 - More shared services
 - More streamlined processes
 - Less conflict between A&M and President's Office
 - Improved student success

Does the Current Combined Structure Work?

- Maybe not
 - A&M Campus does not have a visible leader dedicated to it
 - Other campuses believe President may favor A&M Campus
 - Some believe the President's job may be too large for one person

Does the Current Combined Structure Work?

- Other considerations
 - Too soon to tell since there has been just one incumbent ever to fill the role
 - Collaborative research not prioritized
 - Questions about transparency of finances and budget allocations
 - Strategic plan is not a plan for the entire University

Principles

- Keep Primary Stakeholders in Mind
- The Whole is Greater Than the Sum of Its Parts
- Ensure the Independence of the Board
- People Matter More Than Structure
- Unite Behind the Ultimate Decision
- Clarity of Responsibilities for President and Chancellors

Best Practices

The Board should:

- Have Clear Expectations for President, and Support and Hold Accountable
- Know and Support all Campuses and Major Entities and their Executives
- Initiate and Support Strategic Planning
- Resist Any Inclination to Get Into Day to Day Operations
- Encourage Innovation and Collaboration
- Embrace Board Orientation and Education
- Assess Performance Each Year

Leadership Matters

Structure can help define and ensure clarity of responsibilities, enabling good leaders to lead without unnecessary impediments.

A Recurring Question

Is Louisiana State University a single university led by a strong president and united by a Board of Supervisors, a common identity, and an integrated plan and strategy?

OR

Is Louisiana State University a system of eight institutions, each striving to be the best at fulfilling its specific mission, united by a Board of Supervisors and a common name, and orchestrated and served by a president?

Overarching Considerations

- Consider a search process for the President (we suggest a national search) that engages faculty, staff, and students from all institutions within the University
- Communicate clear expectations from the Board as to what it wishes the president to achieve in all major areas
- Provide greater transparency regarding resource allocation/budget process
- Clearly state that the changes and efficiencies that accompanied the switch to the current structure will be continued
- Empower staff in the president's office to take a leadership role in collaborative research

Option 1: Keep What You Have and Build On It

Benefits:

Least disruptive

No new cost except by Board initiative

Shortcomings:

A&M lacks a leader dedicated exclusively to it

Other campuses feel A&M has primacy

Option 2: Maintain Current Structure but Add Resources

Benefits:

- No organizational disruption
- Intensifies focus on research
- President not spread too thin

Shortcomings:

- A&M does not have a leader dedicated to it
- Other campuses feel A&M has primacy
- Costs more money

Option 3: Invigorate Provost Position to Provide Visible Leader for A&M*

Benefits:

Visible Leader for A&M

President visible external face and could lead fundraising and athletics

Shortcomings:

More cost

Resources will be needed in the President's Office to address University-wide academic matters and the academic matters of the other campuses

Resources may be needed to address LSU-wide research

*The Provost would report to the LSU President in the same way as the chancellors of other elements of LSU.

Option 4: Establish Chancellor Position for A&M Campus*

Benefits:

Visible Leader for A&M

President's job not “too big” for one person

Shortcomings:

More cost

Unified university strategy may be more difficult

Does not address research

*The Chancellor would report to the LSU President.

Option 5: Establish Chancellor for A&M and Add Resources for Research, etc.*

Benefits:

Visible Leader for A&M

President's job not “too big” for one person

Provides leadership for research

Shortcomings:

More cost

Unified university strategy may be more difficult

*The Chancellor would report to the LSU President.

The Question Recurs

- Is LSU a single university?
- Is LSU a system?
- The answer to that question, in 2020 as in 2012, will help shape the decision about structure.

LSU as a Single University

- Strong President
- Unified Strategy
- A&M could be led by president or by strong provost

LSU as a System

- President to Lead System
- Each entity, including A&M, has its own leader (chancellor)

Possible Other Investments

- President's Office Staff
- Research Funding

What is Needed Regardless of Structure

- Clear purpose
- Clear roles and responsibilities for leaders
- Collaborative research across all LSU entities

The background of the image is a solid purple color. Overlaid on this are dark purple silhouettes of several business professionals in a meeting. Some are standing and talking, while others are seated at a long table. The silhouettes are arranged in a way that suggests a collaborative work environment. In the center of the image, there is a white rectangular box containing the text 'AGB CONSULTING'.

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