

MINUTES  
BOARD OF REGENTS

March 24, 2021

The Board of Regents met as a Committee of the Whole at 10:01 a.m., Wednesday, March 24, 2021, via video conference. Chair Blake David called the meeting to order.

ROLL CALL

Board Secretary Christine Norton called the roll, and a quorum was established.

Present for the meeting were:

Blake David, Chair  
T. Jay Seale III, Vice Chair  
Sonia Pérez, Secretary  
Marty Chabert  
Randy Ewing  
Stephanie Finley  
Robert Levy  
Charles McDonald  
Darren Mire  
Wilbert Pryor  
Gary Solomon, Jr.  
Collis Temple III  
Chandler Vidrine, Student  
Felix Weill  
Judy Williams-Brown

Mgt. Board Representatives present:

Willie Mount, LCTC System  
Mary Werner, LSU System  
Leon Tarver, SU System  
Mark Romero, UL System

Absent from the meeting was:

Phillip May, Jr.

CERTIFICATION FOR VIRTUAL MEETING

Chair David referenced the Board of Regents' certification of inability to operate due to the lack of an in-person quorum. The certification is available on the Board of Regents website and was included with the meeting materials.

PUBLIC COMMENTS

Chair David asked if there were any public comments. There were none.

## APPROVAL OF THE MINUTES OF FEBRUARY 24, 2021

**On motion of Regent Chabert, seconded by Regent Levy, the Board, acting as a Committee of the Whole, voted unanimously to approve the minutes of February 24, 2021.**

### CHAIR'S COMMENTS

Chair David made the following comments:

- He thanked everyone for their participation in the Board Development regarding the Board of Regents Uniform Sexual Misconduct Policy.
- He acknowledged student member Chandler Vidrine and asked him to share his report. Regent Vidrine provided updates on some of the SGA activities around the state:
  - He highlighted his ACT prep program, SU ReACTion, which he created in response to the ACT Report, in order to boost the state's overall composite score.
    - He said that this is a partnership between Southern University and A&M College and Louisiana State University and A&M College and that all high school students in the East Baton Rouge Parish School Board System are eligible, either online or in person. He explained that this is a way for universities to give back to the community. The courses will be taught by College of Education graduate assistants or professors. His goal is to be sure that all campuses within the state have similar programs.
  - He reached out to Regent Pérez to partner with AT&T in order to fix wifi problems on campus. Regent Pérez said that Regent Vidrine followed all instructions and suggestions provided and she thought it was positive to see a student taking charge. In addition, Regent Vidrine shared this information with other campuses.

### MASTER PLAN – LABOR MARKET ANALYTICS

Dr. Kim Hunter Reed, Commissioner of Higher Education, reminded the Board that the Master Plan, adopted in 2019, established the goal of doubling the number of annual credentials conferred, in order to achieve 60% attainment among the working-age population in Louisiana by 2030. She said that, even throughout the pandemic, we still have the responsibility to review and approve academic programs. She noted that last year we received a Strada grant and used the resources to partner with Emsi, a firm that specializes in employment data and labor market analysis, which will allow us to collect accurate information on the current labor market.

Dr. Reed introduced Dr. Lisa Smith Williams, Associate Commissioner for Workforce Education and Training. Dr. Williams said that she was excited to share another tool that we have added to our arsenal of data and analytics. She explained that through its Recovery Incubator process, Strada Education

Network fostered the design and early implementation of innovative education and training systems to help accelerate economic recovery. She said that data for training providers, employers, and supports for job seekers are often fragmented and they are reliant on antiquated sources of information, such as degree attainment, rather than on the actual skills job seekers and employers need, making the paths to employment opaque and expensive, when job seekers need clarity and efficiency. She noted that Louisiana is the home of the award-winning FastStart Workforce Development Program, which has been named the number one workforce development program in the country for the last 11 years. She said that the state's Regional Economic Development Organizational (REDO) Network is a major contributor to that success.

Dr. Williams introduced Ms. Angie White, Interim President of the North Louisiana Economic Partnership (NLEP), who regularly uses Emsi for a variety of reasons. Ms. White said that regarding business development, she uses Emsi to analyze workforce data sets and specific skill sets in the market. She uses this information to determine skill gaps in existing and emerging target industries. She explained that this tool allows her to determine areas of focus needed to increase specific skills; it also shows where there are many residents with critical skill sets related to target industries, demonstrating that these areas are target markets for employers. Ms. White said that, in addition to her role at NLEP, she has been a part of the Northwestern Louisiana Jump Start team since its inception, and in this role she uses Emsi data when speaking to teachers and counselors, to help determine optimal workforce/university pathways, and provide economic overviews to parish leaders. She also works with community and technical colleges in program development.

Dr. Williams then introduced Mr. Andrew Fitzgerald, Senior Director of Business Intelligence for the Baton Rouge Area Chamber (BRAC). Mr. Fitzgerald said that the Emsi tool is an excellent way to determine wage rates, supply and demand. He added that the tool also helps to shape curriculums, including what skills should be taught based on what employers in the area are looking for.

Dr. Williams introduced Mr. Rob Sentz, Chief Innovation Officer, and Mr. Josh Franck, Senior Account Executive, both from Emsi, to talk about Louisiana's labor market conditions. Mr. Sentz said that he started work on the tool with the goal of being able to better understand and explain the value of education

for both people and economic development. He said that the focus is not on the data, but on accessing and relating to the audience. He said that the Emsi tool simplifies the labor market dynamics between people, business and education, and connects them in meaningful ways by developing a common language. He indicated that many Americans are interested in non-degree skilled training. He explained that during the pandemic, there is a low labor force participation rate and that nationally there are some sectors desperate for talent, such as logistics (trucking), healthcare, and tech, which rely on some of the top skills that are in short supply. He said that in order to understand the jobs, we must understand the skills that are required for these positions. He explained that, in Louisiana, while the state lost 50,000 jobs over the last two years and there has been a 2% decline in unemployment, there has been a 22% growth in job postings, which tells us that while the labor market declined, the labor market participation rate declined even more. He said that we need to be sure to retain our talent in the state by letting residents know what opportunities are available. Mr. Sentez introduced Mr. Franck, who told the Board that we are using the data language to help support economic prosperity in Louisiana by having one-to-one conversations about what is happening in the economy, how higher education is supporting that, and how to use that activity to drive economic growth. Other states are using these data for similar projects by connecting curriculum to the language of the workforce at the skill-level; identifying regional skill gaps and opportunities for upskilling; using data to diversify the economy; identifying saturated industries; building strategies for areas of potential growth, partnering with employers to retain talent; and aligning education programs to the current and future needs of the workforce.

Mr. Franck introduced Dr. Don Schillinger, Dean of Education at Louisiana Tech University. Dr. Schillinger said that he primarily works with K-12, specifically the GEAR UP program. He noted that it is essential to use data analytics and data modeling tools to develop relevant, in-demand programs that add value to the degrees offered while meeting the workforce needs of the people of Louisiana. He gave examples of the tools that he uses, including the analytics tool and Skillabi tool. He said that identifying regional skill gaps and opportunities for upskilling is important to aligning education programs to the current and future needs of the workforce. Dr. Schillinger introduced Dr. Lindsey Keith-Vincent, Associate Dean for Research,

Outreach, and Innovation in the Science and Technology Education Center at Louisiana Tech University. Dr. Keith-Vincent said that she was launching a program for high school students, partnering with Coursera, Dr. Tireka Cobb of GEAR UP, and Emsi. She told the Board that all Coursera work is accessible through the Emsi tool, and that companies like Facebook, Salesforce, and Google have a back-end hiring consortium, with positions offered at the end of this work. She also highlighted Workforce Wednesdays with Louisiana Delta Community College. She said that this morning about 300 students from the Monroe area gained access to the information, which focuses on better aligning programs with market needs, better engaging employers, marketing programs to students, and equipping students to market themselves.

Dr. Williams said that our job is to provide coordination of higher education so that business and industry can hire education. Dr. Reed thanked all of the speakers for their participation. She acknowledged that Dr. Keith-Vincent has been recognized as a University of Louisiana System Management and Leadership Institute Young Leader.

Chair David asked Mr. Sentz what his data sources are. Mr. Sentz said Emsi uses three key sources: occupational data from federal and state sources, skills and posting behavior data from job postings, and resume and profile data. Chair David asked specifically what data comes from the state. Mr. Sentz said that Emsi uses federal databases that capture state data and integrate them to job posting data to formulate skills data. Regent Ewing said this was an excellent presentation. He requested a single-issue agenda to focus on how to put the information into motion to implement the goals of the Master Plan. Chair David said that we will schedule a meeting to discuss this information and how to implement it. Dr. Williams said that time was limited, but there are many projects in the works, including the Louisiana Community and Technical College System's Reboot program, as well as a subcommittee focused on these data. She said that she would be happy to do a deep dive with the Board and other systems to present ongoing projects with Emsi to explore labor market analysis further.

Dr. Monty Sullivan, President of LCTCS, said the presentation was great and thanked his partners at Emsi. He noted two points to take away from the presentation: 1) while Louisiana unemployment is historically high, there are jobs available if you have the skills; and 2) we must keep in mind the 1:2:7

requirement, which is that every one professional engineering position is supported by two people with baccalaureate degrees and seven people with technical skills. We have to have the sevens in order to keep the ones and twos in our state. Dr. Reed thanked Dr. Sullivan and said that as we celebrate community college week, we must also promote the idea of honor in all pathways.

## REPORTS AND RECOMMENDATIONS

### **FINANCE**

#### EXECUTIVE BUDGET OVERVIEW

Mr. Terrence Ginn, Deputy Commissioner for Finance and Administration, gave an overview of the Governor's Executive Budget for fiscal year 2021-22. Mr. Ginn noted that this was the best Executive Budget presented for higher education in over a decade. He stated that \$100M of state CARES Act funds in our budget from last year are being swapped for State General Funds, which means our actual increase is \$65M. He noted that there has not been a statewide faculty pay raise since 2008 and that funds allocated in this budget will get us a step closer to bringing our faculty to the SREB salary average. Regent Weill asked if the swap was a pass-through item and Mr. Ginn explained that it was not. He said that we had previously used the state's CARES Act money for the General Fund and this allocation was to offset those dollars. Chair David said that this recommendation is phenomenal and a step in the right direction to get funding for higher education to the level it had achieved in 2008. He applauded the Governor and Legislature for their support of higher education.

#### REVIEW AND APPROVAL OF THE FY 2021-22 PRELIMINARY FUNDING RECOMMENDATIONS

Mr. Ginn presented the fiscal year 2021-22 preliminary funding recommendations, which are required by law to be submitted to the legislature by system level on or before March 31 each year. He said that only in times of stable funding do we run a formula. The formula aligns with the Master Plan. This information has been shared with the systems and we have received questions and input. This is the largest formula allocation in a long time and it is very encouraging. We have until May to finalize the formula.

**On motion of Regent Seale, seconded by Regent Pérez, the Board, acting as a Committee of the Whole, voted unanimously to approve the distribution, which allocates available funding in accordance with the formula methodology of 58% base,**

**17% cost, and 25% outcomes and to allow the Executive Committee to approve the final outcomes-based funding formula allocation when all data are available.**

#### FEDERAL SUPPORT FOR HIGHER EDUCATION UPDATE

Mr. Ginn provided an update on the federal support coming to higher education related to COVID-19. He stressed that these funds are for COVID-related expenses only and, to the extent that there are no COVID expenses or revenue losses, these funds must be returned and may not be used for operating expenses. Regent Ewing asked if all of our colleges and institutions were eligible for funds allocated to minority-serving institutions. Mr. Ginn stated that all but five of our institutions are eligible for the minority-serving institution funds. Regent Seale asked if Mr. Ginn has any concerns over the Governor and Legislature reducing state funds due to the federal support available. Mr. Ginn said that he will share the very important message that these dollars are for COVID relief and not to supplant the operating budget.

#### **LEGISLATIVE**

#### UPDATE ON LEGISLATIVE STUDY REPORTS

Ms. Erin Cowser, Assistant Commissioner for Legislative and External Affairs, provided a general update on Legislative study reports assigned to Regents.

#### 2021 LEGISLATIVE PRIORITIES

Ms. Cowser explained that this will be a fiscal legislative session and legislators are limited to only five non-fiscal bills. She highlighted bills in the Regents package as well as other bills that we will support.

**On motion of Regent McDonald, seconded by Regent Weill, the Board, acting as a Committee of the Whole, voted unanimously to grant the Commissioner and Board Chair authority to finalize the 2021 Legislative Agenda and act on legislation as needed.**

#### **ACADEMIC AND STUDENT AFFAIRS**

Dr. Susannah Craig, Deputy Commissioner for Academic Affairs and Innovation, presented the items for Academic and Student Affairs.

#### CONSENT AGENDA

- a. Revision to A.A. Policy 2.18 – Addition of Directed Self Placement**
- b. Routine Staff Approvals**

**On motion of Regent Solomon, seconded by Regent Finley, the Board, acting as a Committee of the Whole, voted unanimously to approve the items on the Consent Agenda.**

HCR 81 OF THE 2020 REGULAR LEGISLATIVE SESSION

Dr. Craig said that, in response to House Concurrent Resolution 81 of the 2020 Regular Session, the BoR was charged to create the Cannabis Workforce Taskforce and to study and make recommendations relative to workforce demands in Louisiana's cannabis industry and to report its findings to the Legislature. Dr. Ali Bustamante of Impact Econ Research conducted the workforce study. Dr. Bustamante provided an update on the report. He said that in the first year of the program, the state had about 191 people employed in the medical cannabis industry, split almost evenly between cultivation and dispensing. He said that by year ten of the program there will be roughly 350 more jobs available. He highlighted the specific jobs required in this industry, saying that while many of these occupations are not readily available, we must train people in anticipation of these jobs increasing in the future. The projected growth is relatively modest due to legislative constraints, including caps on production, cultivators, distribution and pharmacies. He noted that, overall, Louisiana has a relatively modest market, but it is expected to grow substantially about every three years or so, in relatively steady intervals as demand increases through greater awareness, education and willingness of physicians to prescribe medical cannabis. He highlighted the market constraints and opportunities for growth as part of his report. Chair David thanked Dr. Bustamante for his presentation.

**On motion of Regent Solomon, seconded by Regent Vidrine, the Board, acting as a Committee of the Whole, voted unanimously to receive the response to House Concurrent Resolution 81 of the 2020 Regular Session.**

ACADEMIC PROGRAMS

- a. Letter of Intent
  - i. BS Hospitality & Food Industry Leadership
- b. Program Proposals
  - i. AAS Technical Studies – Louisiana Delta CC
  - ii. UC Selling & Sales Management – UL Monroe
  - iii. BA African & African American Studies – LSU A&M
  - iv. PBC Advanced Supervision – Grambling



- v. **PBC Modern Topics in Petroleum Engineering – LSU A&M**
- c. **Reconfiguration of PhD Pharmacy – UL Monroe**

**On motion of Regent Seale, seconded by Regent McDonald, the Board, acting as a Committee of the Whole, voted unanimously to approve the Academic Program items as presented.**

## **RESEARCH AND SPONSORED INITIATIVES**

### CHANGES TO RESEARCH AND SPONSORED INITIATIVES UNIT POLICIES

Ms. Carrie Robison, Deputy Commissioner for Sponsored Programs, presented the item.

**On motion of Regent Weill, seconded by Regent Ewing, the Board, acting as a Committee of the Whole, voted unanimously to approve the Research and Sponsored Initiatives unit policies as revised, with policy changes effective immediately.**

## **PLANNING, RESEARCH AND PERFORMANCE**

Dr. Craig and Dr. Randall Brumfield, Deputy Commissioner for Strategic Planning and Student Success, presented the Consent Agenda items.

### CONSENT AGENDA

- a. **R.S. 17:1808 (Licensure)**
  - i. **Initial Applications**
    - (a) **World Quant University (WQU)**
- b. **Proprietary Schools Advisory Commission**
  - i. **Renewal Applications**
    - (a) **Baton Rouge School of Court Reporting (1/26/06)**
    - (b) **Becker Professional Education Online (1/9/17)**
    - (c) **Beso Beauty, LLC (1/9/17)**
    - (d) **Blue Cliff College – Lafayette (1/27/00)**
    - (e) **Burks Medical Training, LLC (1/14/19)**
    - (f) **Carter’s Career Center, LLC (2/22/18)**
    - (g) **Coastal College – Hammond (2/23/89)**
    - (h) **Griffs Marine Training, Inc. (1/27/10)**
    - (i) **Hospitality Opportunity & Service Training (HOST) Program (2/19/20)**
    - (j) **ITI Technical College (1/27/00)**
    - (k) **LifeShare Phlebotomy School (2/19/20)**
    - (l) **Louisiana Dental Assistant School, LLC (1/27/05)**
    - (m) **Louisiana Dental Institute, LLC (2/21/18)**
    - (n) **Moore Career College, Inc. (1/14/19)**
    - (o) **Remington College – Knoxville (2/19/20)**
    - (p) **SNAP Medical Assistant Academy (1/9/17)**
    - (q) **Tulsa Welding School – Jacksonville Campus (1/27/10)**

**On motion of Dr. Tarver, seconded by Regent Pérez, the Board, acting as a Committee of the Whole, voted unanimously to approve the items on the Consent Agenda.**

PETITION OF AMENDMENTS TO LOUISIANA ADMINISTRATIVE CODE TITLE 28 PART III AND TITLE 28 PART IX

Dr. Brumfield highlighted the proposed rules changes.

**On motion of Regent Solomon, seconded by Regent Ewing, the Board, acting as a Committee of the Whole, voted unanimously to approve the proposed rules changes to be posted for public comment for forty-five (45) days, with a final draft of changes to be considered by the Board no earlier than its meeting on June 16, 2021.**

**PERSONNEL**

APPROVAL FOR CHAIR TO NEGOTIATE AND EXECUTE CONTRACT WITH COMMISSIONER TO CONTINUE EMPLOYMENT

Chair David informed the Board that Dr. Reed's contract is set to expire before the next meeting. He said that she is nationally recognized as a top leader in higher education and he is requesting authority to negotiate her contract on behalf of the Board.

**On motion of Regent Seale, seconded by Regent Levy, the Board, acting as a Committee of the Whole, voted unanimously to approve allowing the Chair to negotiate and execute a contract extension with the Commissioner to continue employment.**

REPORTS AND RECOMMENDATIONS BY THE COMMISSIONER OF HIGHER EDUCATION

Commissioner of Higher Education Kim Hunter Reed presented several items to the Board:

- She said that campus faculty and staff are scheduled to receive about 7,000 doses of COVID vaccine this week. In addition, she noted that we want to be sure that people have access to the shots and to trusted medical professionals if they still have questions.
- Dr. Reed said that her last COVID conversation was with President Monty Sullivan and his campus leaders. It was a great opportunity to talk about lessons learned, and what new practices we in higher education should keep as we move and plan to get beyond the pandemic. She said there was sharing of ideas and honest feedback related to making sure we do not miss the opportunity to make transformational change as a result of COVID.
- She said that food insecurity, especially among college students, has increased dramatically during the pandemic, and this week many students are now eligible for SNAP benefits. We are working to spread the word about college student eligibility. In addition, many campuses offer food pantries and she encouraged continued support.

- Dr. Reed said that after more than 30 years of service at the Board of Regents, Jill Holton has announced she will retire on April 1<sup>st</sup>. Jill has worked in the Research and Sponsored Initiatives unit for decades, providing assistance to the Support Fund as well as EPSCoR. For the past two years, she has also added Board meeting logistics to her duties. She said that we wish the best for Jill in the future.

#### OTHER BUSINESS

Chair David said that he would like to get back to in-person meetings and asked Board members for their thoughts on this. Regents McDonald and Ewing expressed an interest in returning safely to in-person meetings. In addition, Chair David congratulated Dr. Williams on her recent marriage.

#### ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:51 p.m.