

Clemson University  
Clemson, South Carolina

MINUTES  
**Compensation Committee**  
**CLEMSON UNIVERSITY BOARD OF TRUSTEES**

Executive Board Room  
Clemson University - Zucker Family Graduate Education Center  
North Charleston, SC  
February 2, 2024  
8:30 a.m.

Call to Order

Notification as required by the South Carolina Freedom of Information Act was given at least twenty-four hours before the meeting by posting the notice and agenda on the bulletin board located on the ground floor public entrance of Sikes Hall, Clemson University and on the Clemson University Board of Trustees website. Additionally notice of, and the agenda for, the meeting was sent via email to the distribution list maintained by the Office of Media Relations which includes approximately 80 reporters and editors at the major daily newspapers, television and radio stations in S.C.

After notification as required by the Freedom of Information Act, Trustee McKissick called the meeting to order at 8:30 a.m. with the following present:

Committee Members: Smyth McKissick, *Chair, presiding*; Nicky McCarter, *Vice Chair* (via web); Bob Peeler, Cheri Phyfer-Kubu, Kim Wilkerson; Bill Hendrix, *Emeritus* and David Wilkins, *Emeritus*

Trustees: David Dukes, Nikki Haley, Ronnie Lee, Louis Lynn, Patti McAbee, Mark Richardson, Bill Smith, and Joe Swann

Trustees Emeriti: J.J. Britton and Allen Wood

Administration: James P. Clements, *President*; Tony Wagner, *Executive Vice President for Finance and Operations*; Max Allen, *Vice President and Chief of Staff*; April Purvis, *Executive Secretary to the Board of Trustees*; Robert Donato, *Chief Strategy Officer*; Robert H. Jones, *Executive Vice President for Academic Affairs and Provost*; Chip Hood, *General Counsel and Special Advisor to the Board of Trustees*; Lisa Knox, *Associate Vice President and Executive Director for Office of Institutional Excellence*; Chris Miller, *Vice President for Student Affairs*; Felicia Benton-Johnson, *Vice President for Diversity and Inclusive Excellence*; George Askew, *Vice President for Public Service and Agriculture*; Angie Leidinger, *Senior Vice President for External Affairs and Senior Advisor to the Board of Trustees*; Rick Petillo, *Chief Financial Officer*; Tracy Arwood, *Chief Ethics and Compliance Officer*; Brian O'Rourke, *Vice President of Advancement*; Julio Hernandez, *Assistant to the President for Community Engagement and*

*Outreach; Graham Neff, Director of Athletics; Brian Voss, Vice President and Chief Information Officer*

*Guests: Kevin McKinney, CCIT; Danielle Arrington, Office of the Executive Secretary to the Board of Trustees; Lisa Claxton, Office of the General Counsel; Ale Kennedy, Office of Human Resources*

*Media: Fox Carolina; Juliana Coates, The Tiger; Kailyn Kelly, The Tiger; Caitlin Herrington, Post and Courier (via web); Chappell Fowler, the State*

April Purvis called roll of the committee. Trustee McKissick noted a quorum was present.

Max Allen introduced media in attendance.

#### Approval of Consent Agenda

Trustee Peeler moved to approve the consent agenda below. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

- A. Compensation Committee Minutes of October 6, 2023
- B. Compensation Committee Minutes of December 4, 2023

#### Quarterly Report - Compensation Actions for \$200,000 and Over

Ale Kennedy presented.

#### Executive Session

Trustee McKissick stated it was necessary to enter executive session to discuss personnel matters related to the agenda items and executive compensation. He stated that no decisions would be made, and no votes would be taken. He stated that the committee would reconvene in public session.

Trustee Phyfer-Kubu moved to enter executive session. Trustee Peeler seconded the motion. The motion was approved unanimously. The committee entered executive session at 8:34 a.m. and returned to public session at 9:15 a.m.

#### Athletic Contracts and Compensation for Football Assistant Coaches and Support Staff

1. Graham Neff presented the request to approve adjustments to contracts with a one-year extension and no change in compensation for eight football assistant coaches and support staff, including Joey Batson, Robbie Caldwell, Jeff Davis, Mike Dooley, Woody McCorvey, Danny Pearman, Jordan Sorrells, and Garrett Riley.

Trustee Wilkerson moved to approve adjustments to contracts with a one-year extension and no changes in compensation for the eight aforementioned football assistant coaches and support staff. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

2. Graham Neff presented the request to approve adjustments to contracts with a one-year extension and changes in compensation for the eight football assistant coaches and support staff below.

- a. Wesley Goodwin, Defensive Coordinator/Linebackers: increase from \$850,000 to \$1,400,000

Trustee Wilkerson moved to approve the contract adjustment and compensation increase for Wesley Goodwin. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

- b. Nick Eason, Defensive Run Game Coordinator/Defensive Tackles: increase from \$800,000 to \$1,100,000

Trustee Peeler moved to approve the contract adjustment and compensation increase for Nick Eason. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

- c. Mike Reed, Assistant Head Coach/Special Teams Coordinator/Cornerbacks: increase from \$800,000 to \$900,000

Trustee Wilkerson moved to approve the contract adjustment and compensation increase for Mike Reed. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

- d. Mickey Conn, Co-Defensive Coordinator/Safeties: increase from \$800,000 to \$900,000

Trustee Phyfer-Kubu moved to approve the contract adjustment and compensation increase for Mickey Conn. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

- e. Kyle Richardson, Passing Game Coordinator/Tight Ends: increase from \$500,000 to \$600,000

Trustee Wilkerson moved to approve the contract adjustment and compensation increase for Kyle Richardson. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

- f. Tyler Grisham, Recruiting Coordinator/Wide Receivers Coach: increase from \$450,000 to \$550,000

Trustee Phyfer-Kubu moved to approve the contract adjustment and compensation increase for Tyler Grisham. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

g. CJ Spiller, Running Backs Coach: increase from \$450,000 to \$550,000

Trustee Wilkerson moved to approve the contract adjustment and compensation increase for CJ Spiller. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

h. DJ Gordon, Director of Football Operations/Creative Media: increase from \$250,000 to \$270,000

Trustee Phyfer-Kubu moved to approve the contract adjustment and compensation increase for DJ Gordon. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

Adjourn

There being no further business, Trustee McKissick adjourned the meeting at 9:22 a.m.

Respectfully submitted,

*April S. Purvis*

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April Purvis  
Executive Secretary to the Board of Trustees

*April S. Purvis*

\_\_\_\_\_  
Approved

04/05/2024

\_\_\_\_\_  
Date