

Clemson University  
Clemson, South Carolina

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

Executive Board Room  
Madren Center  
Clemson, SC  
July 18, 2024  
12:15 p.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 12:07 p.m. with the following present:

Committee Members: Smyth McKissick, *Chair*; Nicky McCarter, *Vice Chair*; 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*; Greg Yarrow, *Interim Dean of the College of Agriculture, Forestry and Life Sciences*; Angie Leidinger, *Senior Vice President for External Affairs and Senior Advisor to the Board of Trustees*; 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*; Brian Voss, *VP and Chief Information Officer*; and Graham Neff, *Director of Athletics*

Guests: Quentin Adams, *CCIT*; Kevin White, *Athletics*; Joe Galbraith, *Marketing and Communications*; Lee Currington, *Office of Institutional Excellence*; Adam Fisher, *Internal Audit*; Danielle Arrington, *Office of the Executive Secretary to the Board of Trustees*; and Alé Kennedy, *Office of Human Resources*

Media: Caitlin Herrington, *Post and Courier*; Grayson Mann, *TigerNet*; Chappell Fowler, *The State*

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

Joe Galbraith introduced media in attendance.

#### Approval of Consent Agenda

Trustee Peeler moved to approve the April 5, 2024 meeting minutes. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

#### Executive Session

Trustee McKissick stated it was necessary to enter executive session to discuss pending contractual negotiations and personnel matters including the compensation items on the agenda, and to receive related legal advice covered by the attorney client privilege. He stated no decisions would be made, and no votes would be taken. He stated the committee would reconvene in public session.

Trustee Wilkerson moved to enter executive session. Trustee McCarter seconded the motion. The motion was approved unanimously. The committee entered executive session at 12:08 p.m. and returned to public session at 1:32 p.m.

#### Approval: Executive Compensation

Alé Kennedy presented the request to approve the hiring salary of Dr. Doug Hallenbeck, Vice President, Student Affairs, with a total requested compensation of \$320,000.

Trustee Wilkerson moved to approve the hiring salary. Trustee McCarter seconded the motion. The motion was approved unanimously.

#### Approval: Academics Compensation

Bob Jones presented the following Academics compensation requests:

- 1) Request to approve the hiring salary for Dr. Paul Cassak, Provost's Distinguished Professor of Physics & Astronomy, with a total requested compensation of \$215,000.
- 2) Request to approve the hiring salary for Jagger Harvey, Director of International Research Initiatives and Professor, Plant & Environmental Sciences, College of

Agriculture, Forestry and Life Sciences, with a total requested compensation of \$230,000.

- 3) Request to approve a retention increase for Wendy York, Dean, College of Business, with a proposed adjusted salary of \$525,000 reflecting a 17.1% increase.
- 4) Request to approve a salary market adjustment for Dr. Leslie Hall Hossfeld, Dean, Behavioral, Social, & Health Science, with an adjusted salary of \$365,000 reflecting a 13% market adjustment increase.
- 5) Request to approve a salary supplement of \$22,000 for Sez Atamturktur Russcher for the appointment of Provost Distinguished Professor, bringing total compensation to \$250,000.
- 6) Request to approve a salary market adjustment for Carla Bennett, Sr. Associate Vice President for Academic Finance, with a proposed market adjustment of \$23,000 reflecting a 10% salary increase.
- 7) Request to approve a salary market adjustment for Sean Brittain, Associate Provost and Dean for Undergraduate Learning, with a proposed market adjustment of \$15,200 reflecting a 6.21% salary increase.
- 8) Request to approve a salary market adjustment for Dr. Jeremy King, Associate Provost, with a proposed market adjustment of \$20,000 reflecting an 8.7% salary increase.
- 9) Request to approve a salary market adjustment for David Michael Kuskowski, Associate VP, Enrollment Management, with a proposed market adjustment of \$21,403.75 reflecting a 10.02% salary increase.
- 10) Request to approve a salary market adjustment for Amy Lawton-Rauh, Sr. Associate Provost, with a proposed market adjustment of \$15,000 reflecting a 5.45% salary increase.

Trustee McCarter moved to approve the Academics compensation requests. Trustee Wilkerson seconded the motion. The motion was approved unanimously.

#### Approval: Athletics Compensation

Graham Neff presented the following Athletics compensation requests:

- 1) Request to approve contractual changes for Men's Soccer Head Coach, Mike Noonan to include a total compensation increase from \$440,000 to \$600,000 (2024), \$617,500 (2025), \$635,000 (2026), \$652,500 (2027), \$670,000 (2028), \$687,500 (2029).
- 2) Request to approve contractual changes for Women's Soccer Head Coach, Eddie Radwanski to include a total compensation increase from \$205,000 to \$220,000 (2024), \$240,000 (2025), \$245,000 (2026), \$250,000 (2027), \$255,000 (2028).
- 3) Request to approve contractual changes for the following Baseball Staff:
  - a. Erik Bakich, Baseball Head Coach - Total compensation increase from \$950,000 to \$1,275,000 (2024-25), \$1,325,000 (2025-26), \$1,375,000 (2026-27), \$1,425,000 (2027-28), \$1,475,000 (2028-29), \$1,525,000 (2029-30)
  - b. Nick Schnabel, Baseball Assistant Head Coach - Total compensation increase from \$300,000 to \$400,000 (2024-25), \$425,000 (2025-26), \$450,000 (2026-27)
  - c. Jimmy Belanger, Baseball Assistant Coach: Total compensation increase from \$250,000 to \$350,000 (2024-25), \$375,000 (2025-26), \$400,000 (2026-27)

- 4) Request to approve contractual changes for the following Men’s Basketball Staff:
  - a. Brad Brownell, Men’s Basketball Head Coach - Total compensation increase from \$3,000,000 to \$3,500,000 (2024-25), \$3,750,000 (2025-26), \$4,000,000 (2026-27), \$4,250,000 (2027-28), \$4,500,000 (2028-29)
  - b. Billy Donlon, Men’s Basketball Associate Head Coach - Total compensation increase from \$450,000 to \$500,000
  - c. Sean Dixon, Men’s Basketball Assistant Coach - Total compensation increase from \$285,000 to \$350,000
- 5) Request to approve contractual changes for all ten Football Assistant Coaches to reflect expanded CFP structure and market comps.
- 6) Request to approve the hiring salary for Lisa Knox, Deputy Director of Athletics & Chief of Staff, with a total requested compensation of \$350,000.

Trustee Peeler moved to approve the Athletics compensation requests. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

Approval: Student Affairs Compensation

Chris Miller presented the request to approve the hiring salary of Chris Pelic, Executive Director for Psychiatric, Counseling and Well-Being Services, with a base salary of \$350,000.

Trustee Wilkerson moved to approve the hiring salary. Trustee Phyfer-Kubu seconded the motion. The motion was approved unanimously.

Adjournment

There being no further business, Trustee McKissick adjourned the meeting at 1:45 p.m.

Respectfully submitted,

*April S. Purvis*  
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 April Purvis  
 Executive Secretary to the Board of Trustees

<i>April S. Purvis</i>	10/18/24
_____	_____
Approved	Date Approved