ATHLETICS COMMITTEE  
(Following the Facilities and Property Committee)  
Friday, April 29, 2011  
Board of Supervisors’ Meeting Room  
2nd Floor, J.S. Clark Administration Building  
Southern University and A & M College  
Baton Rouge, Louisiana  

AGENDA  

1. Call to Order  
2. Roll Call  
3. Adoption of the Agenda  
4. Public Comments  
5. Action Items  
   A. Revisions to SUBR Strategic Plan to address outcomes related to student athletes  
   B. Recommendation for the employment termination of the Director of Athletics, SUBR  
   C. Interim Appointment of Director of Athletics, SUBR  
   D. President’s recommendation regarding the contractual dispute involving the SUBR Head Coach of Men’s Basketball  
   E. Bayou Classic related contract with New Orleans Convention Company  
   F. Recommendation for transfer of the Bayou Classic operations to SUBR  
   G. Recommendation for Appointment of Head Men’s Basketball Coach, SUBR  

6. Informational Report(s)  
   A. Department of Athletics, including gender equity, diversity and well-being of student athletes, SUBR  

7. Other Business  

8. Adjournment  

Members  
Atty. Patrick D. Magee – Chair; Mr. Achilles Williams - Vice Chair;  
Atty. Murphy F. Bell, Jr., Mr. Patrick W. Bell, Mr. Richard J. Caiton, Jr., Mr. Myron K. Lawson, Mr. Randale Scott  
Mr. Darren G. Mire - Ex Officio
April 21, 2011

To: Kofi Lomotey, Chancellor

From: Mwalimu J. Shujaa, Executive Vice Chancellor & Provost

Re: Revised 2009-2012 SUBR Strategic Goals

I am recommending that SUBR's 2009-2012 SUBR Strategic Goals be revised in order to achieve two outcomes. The first is to align our campus goals with the baselines and benchmarks identified in the University's LA GRAD Act agreement in the areas of retention, graduation, and degrees awarded. The second is to integrate the goals of the University's Academic Progress Rate Improvement Plan for Division I Athletics into the campus's strategic plan.

If approved, these revisions will help to make the University's priorities in these areas clear and will inform the University community of the related benchmarks. The next steps will be to disseminate the revised goals through a campus-wide electronic communication, advise all units to modify their respective strategic action plans to reflect the changes, and ensure that each unit addresses the benchmarks in its annual self-evaluation.

The revised strategic goals are attached. Since the original 2009-2012 SUBR Strategic Plan Goals & Objectives were approved by the Board of Supervisors, the revisions will also require approval.

cc: Sandy Pugh, Interim Athletic Director
    Jacqueline Howard-Matthews, Associate Provost
    Doze Butler, Faculty Athletics Representative
    Cecilia Griffin Golden, Assistant Provost
    LsShonda Stigis, Compliance Officer
Area A: STUDENT ENROLLMENT AND RETENTION
+GOAL A-1: Increase the total student enrollment headcount at SUBR from a fall 2010 baseline of 7294 to 7439 by fall 2012. **

+GOAL A-2: To increase student retention rates annually. *** [Increase 1st to 2nd year retention rate for first-time full-time freshmen from a fall 2008 cohort baseline of 71.7% to 72.7% by fall 2012. Increase 1st to 3rd year retention rate for first-time full-time freshmen from a fall 2007 cohort baseline of 59% to 62.2% by fall 2012.]

+GOAL A-3: Increase student graduation rates annually. *** [Increase 2008 same institution graduation rate from survey baseline of 28.3% to 32% by fall 2012. Increase number of baccalaureate degrees awarded annually from a 2008-09 baseline of 895 to 913 by 2012. Increase number of masters degrees awarded annually from 2008-09 baseline of 312 to 318 by 2012. Increase number of doctoral degrees awarded annually from 2008-09 baseline of 18 to 20 by 2012.]

GOAL A-4: Identify or develop a unit that will be responsible for guiding retention efforts by 2009.

GOAL A-5: Actualize the concept “Retention is Everybody’s Business” by 2010.

GOAL A-6: Improve the academic reputation of SUBR as indicated by its standing in local and national rankings by 2012.

~GOAL A-7: Increase University involvement in assisting the Department of Athletics to provide academic support for student-athletes.

+ Designates revision to align with LA GRAD Act agreement

** Identifies a goal or objective used by the Louisiana Performance Accountability System (LaPAS) to track performance standards and actual performance.

*** Identifies a goal or objective that addresses the 2009 Master Plan for Public Postsecondary Education in Louisiana.

~ Designates revision to incorporate Athletics Academic Progress Rate Improvement Plan.
~GOAL A-8: Incorporate the use of the GradeFirst Student Advising and Retention System to assist in the timely identification of student-athletes who need academic assistance and by communicating, monitoring and enforcing study hall and class attendance policies.

~GOAL A-9: Establish a policy that will require student-athletes to attend academic team meetings with head coaches three times per semester with 100% attendance expected.

~GOAL A-10: Develop graduation plans for all student-athletes that will address such issues as in-season, out-of-season, fall-only, spring-only and summer-only course-taking strategies and avoidance of potential roadblocks to graduation.

~GOAL A-11: Enhance the academic success of student-athletes by requiring first-time freshmen and transfer students who participate in intercollegiate athletics to demonstrate admission profiles that include grade point averages of 2.3 and 2.6 (on a 4 point scale), respectively, and recruiting potential student-athletes who demonstrate that profile.

~GOAL A-12: Reduce the number of academically ineligible transfer student-athletes by 10% each semester.

~GOAL A-12: Reduce the number of academically ineligible freshmen student-athletes by 10% each semester.

Area B: RESOURCE MAINTENANCE AND DEVELOPMENT

GOAL B-1: Increase revenues from all sources by 15% over a 3-year period.

GOAL B-2: Document, review, and maintain at least three plans to support the development, maintenance and effective utilization of the University's physical resources.

GOAL B-3: Provide current and relevant information technology and telecommunications resources by Fall 2012.
Area C: EFFICIENCY, EFFECTIVENESS AND ACCOUNTABILITY

GOAL C-1: Enhance the accountability, efficiency and effectiveness of all administrative, financial and academic functions.

~GOAL C-2: Utilize non-coaching athletics personnel to ensure adequate oversight and provide additional academic support for student-athletes.

~GOAL C-3: Achieve 85% adherence to the existing mandatory class attendance policy, as stated in the Department of Athletics policy and procedure manual, through implementation and enforcement.

~GOAL C-4: Evaluate, during the recruitment process, every transfer student intending to participate in intercollegiate athletics to ensure adherence to academic policies by all coaches.

~GOAL C-5: Increase awareness of NCAA rules regarding athletics-related aid for fifth-year student-athletes through: monthly NCAA rules compliance meetings with the coaching staffs, compiling a list of fifth-year and post-eligibility student-athletes at the beginning of each fall semester, informing student-athletes about NCAA progress toward degree requirements, and notifying coaches and students about NCAA requirements and submission deadlines for Degree Completion Award applications.

Area D: ACADEMIC, EDUCATIONAL and ATHLETIC PROGRAMS

GOAL D-1: Strengthen academic programs.

GOAL D-2: Improve the academic environment.

GOAL D-3: Maintain a highly competent faculty and staff.

GOAL D-4: Increase institutional and community outreach.

GOAL D-5: Promote and maintain effective student support services.

~GOAL D-6: Achieve student-athlete study hall and class attendance rates of 95% through increased awareness of and enforcement of study hall and class attendance polices.
~GOAL D-7: Reduce the number of lost retention (R) points and increase awareness of academic requirements among student-athletes by providing accurate information about NCAA eligibility rules, academic support services available on campus, and University's academic calendar.

~GOAL D-8: Provide professional development opportunities that inform and educate Athletics Department personnel and the campus community, in general, about the Academic Progress Rate and the importance of tracking student-athletes academic performance throughout their University experience.

Area E: RESEARCH AND PUBLIC SERVICE

GOAL E-1: Develop and implement an agenda for the research enterprise at SUBR.

GOAL E-2: Develop and implement a local and regional blueprint for promoting community and economic development that will support healthy communities and the development of a globally competitive workforce.
## Profile of Person Recommended

**Name:** LaSandra Pugh  
**Position Title:** Interim Athletic Director  
**Sex:** F  
**Race:** B  
**SS# (Last 4 digits only):** 5557  
**Degree(s):** B.S.  
**Years Experience:** 27  
**Southern University Experience:** 11  

**Current Employer:** Southern University and A&M College

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## Personnel Action

**Recommended Salary:** $113,800 + ($12,000 Housing)  
**Salary Budgeted:** $113,800 + ($12,000 Housing)  
**Source of Funds:** 18001  
**Identify Budget (if applicable):** Athletics  
**Change of:** From  
**Position:** Head Women's Basketball Coach  
**Status:**  
**Salary Adjustment:** $88,800.00 + ($12,000 Housing)  
**To:** Interim Athletic Director  
**Salary Budgeted:** $113,800 + ($12,000 Housing)  

**Source of Funds**  
<table>
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<th>Amount</th>
</tr>
</thead>
</table>

**Comments:** (Use back of form)

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*See Reverse Side*  
**Supervisor:**  
**Date:** 4.19.11  
**Dean/Unit Head:**  
**Date:** 4.19.11  
**Vice Chancellor:**  
**Date:** 4/19/11  
**Chairman/SU Board of Supervisors:**  
**Date:** 4/20/11  
**Chancellor:**  
**Date:** 4/19/11  
**Vice President/Finance:**  
**Date:** 4/19/11  
**Business Affairs/Comptroller:**  
**Date:** 4/19/11
This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

___ Hispanic or Latino    X Non-Hispanic or Non-Latino

RACE (Please check all that apply):

___ White, not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East.

X ___ Black, not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.

___ Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.

___ Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

___ American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE:

8:00 a.m. – 5:00 p.m.

EMPLOYEE DIRECT SUPERVISOR:

Dr. Kofi Lomotey

SUPERVISOR/DEPARTMENT CONTACT NUMBER

NUMBER OF EMPLOYEES SUPERVISED, (if any)

HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens. Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS):

<table>
<thead>
<tr>
<th>TYPE</th>
<th>CODE</th>
<th>EXPIRES</th>
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</thead>
<tbody>
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<td>United States Citizen/Certificate of Naturalization</td>
<td>US</td>
<td></td>
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<tr>
<td>Resident Alien</td>
<td>RA</td>
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</tr>
<tr>
<td>H-1 Visa (Distinguished Merit &amp; Ability)</td>
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<td></td>
</tr>
<tr>
<td>J-1 Visa (Exchange Visitor Program)</td>
<td>J1</td>
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</tr>
<tr>
<td>F-1 Visa (Student Emp. FT Student at S.U.)</td>
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<tr>
<td>OPT (F-1 Visa-INS Prior Approval—“Practical Work Experience”)</td>
<td>F0</td>
<td></td>
</tr>
</tbody>
</table>

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

_____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)

_____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)

_____ Application for Employment Form Admin/Pac/Uncl Positions(Civil Service Application for classified employees)

_____ Authority to Release (signed by employee) (submitted to Human Resources with Criminal/Background Check form)

_____ Supervisory Criminal/Background Check Form (completed by employee verified and signed by supervisor)

_____ Exemptions Survey Form (signed by employee and budget head)

_____ Proposed Employee Appointment

_____ Proposed Employee Clearance

_____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

Rev. 07/24/2007
SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

JOB CLASS
RECEIVED

CAMPUS: SULAC SUAREC SUNO SUSLA

EMPLOYMENT CATEGORY:
12-MONTH X OTHER (Specify) Academic
Non-Academic
Temporary
Tenured
Tenured Track
Other (Specify)

Previous Employee:
Robert Spivery
Reason Left:
Salary Paid:
Termination:

Length of Employment:
7/1/10 To 6/30/11
Effective Date:
5/1/11

Name:
Roman Banks
SS#:
6061
Sex:
M Race:
B

Position Title:
Head Men's Basketball Coach
Department:
Athletics

Check One:
X Existing Position

New Position

Visa Type (See Reverse Side):

Expiration Date:

Years Experience:
16

Southern University Experience:
5

Degree(s): Type/Discipline (BA-Education):

B.A.

Institution/Location (SU-Baton Rouge):

Northwestern State

Year:
1993

Current Employer:
Southern University

Personnel Action

Check One:
New Appointment
Continuation
Sabbatical
Leave of Absence
X Transfer
Replacement
Other (Specify)

Recommended Salary:
$115,000.00

Salary Budgeted:
$115,000.00

Source of Funds:
Auxiliary

Identify Budget:
3-18088

Location:
F.G. Clark Activity Ctr.

Page:

Item #:

Change of:

From

To

Position

Status

Salary Adjustment

Financial Aid signature (if applicable):

List total funds currently paid this employee by:
Southern University:

Comments: (Use back of form)

*See Reverse Side

Supervisor:

Date: 4/25/11

Dean/Upd Head:

Date: 4/27/11

Chancellor:

Date: 4/25/11

Vice President/Finance:

Date: 4/25/11

Business Affairs/Comptroller:

Date

President:

Date: 4/25/11

Chairman/S.U. Board of Supervisors:

Date

Athletics Item 5G
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- Non-Hispanic or Non-Latino

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COMMENTS:
- Contingent upon availability of funds
- NCAA Bylaw 11.1.1 CONDUCT OF ATHLETICS PERSONNEL
- NCAA Bylaw 11.1.1 Standards of Honest and Sportsmanship
- NCAA Bylaw 11.1.2 Responsibility for Violations of NCAA Regulations
- NCAA Bylaw 11.2 CONTRACTUAL AGREEMENTS
- NCAA Bylaw 11.2.1 Stipulation that NCAA Enforcement Provisions Apply
- NCAA Bylaw 11.2.1.1 Termination of Employment
- Employee MUST adhere to and enforce policies and procedures of the department and university, as well as the rules & regulations of the NCAA, conference and institution.

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 a.m. – 5:00 p.m.
EMPLOYEE DIRECT SUPERVISOR: LaSandra Pugh
NUMBER OF EMPLOYEES SUPERVISED, (if any): 3

HR USE ONLY: STATUS (circle one):
- EXEMPT
- NON-EXEMPT

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Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS):

United States Citizen/Certificate of Naturalization
Resident Alien
H-1 Visa (Distinguished Merit & Ability)
J-1 Visa (Exchange Visitor Program)
F-1 Visa (Student Emp. FT Student at S.U.)
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

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- Supervisory Criminal/Background Check Form (completed by employee/verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

Rev. 4/21/2011
Roman P. Banks
Address: 525 Joe Farris Drive, Hammond, LA 70403
Home: 985-429-0082
Email Address: roman.banks@selu.edu
Cell: 318-286-9353

OBJECTIVE
To secure a challenging position while obtaining invaluable professional experience which allows an opportunity to fully use my interpersonal, communicative and human relation skill.

EDUCATION
Bachelor of Science in Business Administration, Northwestern State University
Natchitoches, Louisiana - 1993

Captain Shreve High School
Shreveport, Louisiana - 1987

PROFESSIONAL EXPERIENCE
Southeastern Louisiana University
Hammond, Louisiana
May 2003 - March 2006
Assistant Basketball Coach
April 2006 - Present
Associate Head Coach

Southern University A& M College at Baton Rouge
Baton Rouge, Louisiana
September 1996 - August 2001
Assistant Basketball Coach (Men)

Southern University Community College at Shreveport
Shreveport, Louisiana
October 1994 - October 1996
Athletic Director- Head Men’s Basketball Coach

Green Oaks High School
Shreveport, Louisiana
August 1993 - August 1994
Head Basketball Coach

Northwestern State University
Natchitoches, Louisiana
June 1992 - June 1993
Student Assistant Basketball Coach
ACCOMPLISHMENTS

2005 - 2006  Beat SEC Power Mississippi State
2004 - 2005  Southeastern NCAA appearance
2003 - 2005  44-18 Best two year record in state of Louisiana
2003 - 2005  Repeat as conference champions
2003 - 2005  Upset Tulane University
1998 - 1999  21-7 tie with Louisiana Tech, Best Record in state of Louisiana
1998 - 1999  Upset Texas AM University
1998 - 2000  Played in conference finals
1994 - 1995  20 wins as Head Coach
1993 - 1994  Hired as youngest J.C. Coach in Region 23

ORGANIZATIONS

< Kappa Alpha Psi (Fraternal Organization)
< Northwestern State University Men's Collegiate Basketball Team
< Louisiana Association of Basketball Coaches (Member)
< Black Coaches Association (BCA)
< National Association of Basketball Coaches (NABC)
Roman P. Banks
Accomplishments at Southeastern Louisiana University

Since the 2003 – 2011 Season

- The only Division I program in the state of Louisiana (out of 13 Division I schools) to record a winning season each year.
- Ninety-three victories during that span are second among Division I programs in Louisiana (behind LSU’s 95)
- One Honorable Mention AP All-American (Ricky Woods, 2005-06)
- One Southland Conference Player of the Year (Ricky Woods, 2005-06)
- Named National Team of the Week (by CollegeInsider.com) after upset win at Penn State
- Ten All-Southland Conference selections
- Nine All-Louisiana selections
- Six NABC All-District selections
- Wins over schools from power conferences – (Tulane, Conference USA, 2003-04; Boise State, WAC, 2004-05; Mississippi State, SEC, 2005-06; Oregon State, PAC, 2006-07; Penn State, Big Ten, 2006-07)
- Home record of 57-12 (82.6 percent) at home in last five years.
- 2007-08 – Went 11-4 during home campaign
- 2008-09 – The second most wins in LA (LSU was first)
- 2009-10 – Went undefeated at home (Win 15 home contests)
- 2010-11 – Named Southland Conference “Assistant Coach of the Year”
COACHING PHILOSOPHY

As the Coach, I must exhibit to my players, assistant coaches, and staff that I am aggressive, well-disciplined, well-organized, and that I play by the rules. It is imperative that discipline, conditioning, use of sound basic skills and dedication are important to all members of the program, to provide a winning team.

It is my purpose to provide the institution and the players with the most competitive program possible within the framework of the governing bodies and my personal philosophy. The basketball program should allow all personnel, students, alumni and members of the community to have pride in its program now and in the future.
Roman P. Banks, who has served as Southeastern Louisiana University’s top men’s assistant basketball coach the past four seasons, begins his fourth year as the Lions’ Associate Head Coach.

Banks, who has been part of a staff that has won 106 games since his arrival in 2003, played a vital role in the Lions’ defensive effort in 2004-05 as Southeastern finished fourth in the nation in scoring defense (55.8) and produced the school’s first-ever Southland Conference Tournament championship and berth to the NCAA Championships.

“He’s a very valuable member of our coaching staff, our athletic department and this community,” Southeastern head coach Jim Yarbrough said. “We’re fortunate to have someone with a great feel for the area and this institution. We’re very in sync with our goals for building a program. He is a very strong person to have on our staff.”

Since his arrival in Hammond, Banks has played a key role in the recruitment of several of the Lions’ standout players, highlighted by 2005-06 SLC Player of the Year Ricky Woods, along with former Lions, Quennell Green, Daryl Cohen and Joseph Polite.

Regarded as one of the top recruiters in the state of Louisiana, Banks spent six seasons as an assistant coach at Southern University where he served as the Jaguars’ chief recruiter. While at Southern, he was responsible for the recruitment of two-time Southwestern Athletic Conference Player of the Year Adarrial Smylie and Dionte Harvey, the 1997-98 SWAC Newcomer of the Year.

“Southeastern, especially the administration, and (the city of) Hammond has been very supportive to me and my family since arriving here eight years ago,” Banks said. “We’ve developed roots here as a family in Hammond and our success on the basketball court the last eight years speaks volumes.

“I’ve had the opportunity to work with a pair of great head coaches here and their philosophy of ‘being a family’ has made the last eight years pretty special.”
Profile of Roman P. Banks
Page 2

While at Southern, he was responsible for the recruitment of two-time SWAC Player-of-the-Year Adarrius Smylie and Dionate Harvey, who was named the SWAC Newcomer of the Year in 1997-98.

Banks, who played at Northwestern State and was the Demons' point guard in its upset win against Kentucky at Rupp Arena, finished his career as the school's all-time leader in assists while ranking second in steals and seventh in scoring. He led the Demons in four categories as a senior in 1991-92, including a 16.2 scoring average, and was named honorable mention All-Southland Conference and was a third-team All-Louisiana selection by the Louisiana Sports Writers Association.

Banks was named to the All-Southland Conference second team in 1989-90 after averaging 14.7 points and dishing out a career-high 157 assists helped the Demons to their first winning season in five years and helped the team establish 23 school records while leading the nation in team scoring averaging 95.0 points per game.

Banks started his coaching career at Shreveport's Green Oaks High School before spending two years at Southern University-Shreveport, where he was the Athletic Director and head men's basketball coach.

A native of Shreveport, Banks was a three-time All-District 2-4A selection at Captain Shreve High School where he averaged 22.7 points and 7.6 assists as a senior in helping lead the Gators to a 28-7 record.

Banks, a member of the Louisiana Association of Basketball Coaches, is married to the former Tiffaney McCoy, a school teacher in the Tangipahoa Parish School System. They are the parents of two children, son Tre'lun (16) and daughter Kennedi (10).
April 26, 2011

Ronald Mason, President
Southern University System
J.S. Clark Administration Bldg.
Baton Rouge, LA 70813

Dear President Mason:

I write to recommend Roman Banks as the new head men’s basketball coach on the Baton Rouge campus. My recommendation is for a three-year contract—beginning 1 May 2011—at an annual salary of $115,000.

Mr. Banks comes to Southern from Southeastern Louisiana University. There he was assistant men’s basketball coach and, most recently, associate men’s basketball coach. Also indicated on his resume is the fact that, for six years he served as an assistant men’s basketball coach at Southern. Mr. Banks is an excellent recruiter and a competitive coach. Most importantly, he understands that student-athletes are students first. He is committed to fielding a competitive team—and to graduating his players.

Additional relevant experience appears on Mr. Banks’ CV. I strongly support the hiring of Mr. Roman Banks as the next head men’s basketball coach at Southern University. I urge you to support my decision and to seek the support of the Board of Supervisors.

A 4-member search committee made up of Coach Sandy Pugh, Professor Chris Hunte, Mr. Marino Casem and myself, reviewed approximately 20 applications. We selected three candidates for phone interviews. From there we decided to invite Coach Banks for an on-campus interview. Following the on-campus interview, we decided to recommend Coach Banks as the next head men’s basketball coach at Southern University.

Thank you.

Kofi Lomotey

Chancellor