

**Leadership Team Meeting**  
**September 9, 2025**  
**8:30 AM**

President James Genovese, President  
Dr. Drake Owens, Executive Vice President/Chief of Staff

Ms. Reatha Cox – Vice President for the Student Experience, Dean of Students  
Mr. Vanner Erikson, Director of Enrollment Management  
Mr. Cole Gentry, Chief Marketing Officer  
Ms. Madysen Morgan, SGA President

Dr. Greg Handel, Executive Vice President / Provost  
Dr. Aimee Badeaux, Dean, College of Nursing & School of Allied Health  
Dr. Fran Lemoine, Dean, College of Arts and Sciences  
Dr. Neeru Deep, Dean, Gallaspy Family College of Education and Human Development  
Dr. Mary Edith Stacy, Dean, Graduate School

Ms. Laurie Morrow, Executive Director for Economic Development & Advancement  
Ms. Jill Bankston, Director of Alumni & Development

Mr. Kevin Bostian, Intercollegiate Athletics Athletic Director  
Mr. Patric Dubois, Executive Director, Wellness & Recreation/Deputy Athletic Director

Ms. Brittany Blackwell Broussard, Director of Culture and Climate

Mr. Rodney Wilson – Chief Financial Officer

Ms. Jennifer Kelly, Executive Director for University Affairs

Dr. Frank Serio, Faculty Senate President

Mr. Veronica Biscoe, Executive Director of Institutional Effectiveness & Human Resources  
Mr. Frank Hall, Director of Institutional Effectiveness

Mr. Ron Williams, Chief Information Officer

# Vice President for the Student Experience

Reatha Cox

September 9, 2025

## Student Engagement & Campus Life Highlights

### First-Year Experience

Demon Days Welcome events hosted by service units, Greek organizations, and Recognized Student Organizations (RSOs) marked a record year in attendance. Over 100 events, ranging from social, wellness, and educational, created a vibrant and engaging campus environment.

Significant year-over-year increases in attendance were noted at key events:

- **New Student Convocation & President's Picnic** (+12.1%)
- **Color Chaos** (+9.3%)
- **Demons Come Out at Night Pep Rally** (+65.9%)

### Greek Life

- **College Panhellenic Council:** Welcomed 103 new members, a 56.1% increase over Fall 2024 (66 new members).
- **Interfraternity Council:** Recruitment in progress.
- **National Pan-Hellenic Council:** Recruitment efforts underway for Fall 2025.

## Student Engagement & Organizations

- **Life Beyond the Classroom:** Staff facilitated 11 sessions for 750+ students enrolled in UNIV 1000.
- **Suitable Platform** launched and operational:
  - Designed to track engagement, manage events, and measure co-curricular outcomes.
  - Since Move-In Day, 5,242 attendance check-ins recorded.
- **Recognized Student Organizations (RSOs):**
  - 102 organizations have engaged by attending the RSO Workshop, transitioned to Suitable, and/or submitted the Hazing Prevention Certification Form
  - 13 RSOs are currently inactive due to incomplete certification requirements.

## Student Well-Being & Support Services

**Mental Health Waiver Policy:** In compliance with Louisiana R.S. 17:3138.1, the *Student Mental Health Emergency Contact Waiver* is now live.

- Allows students to voluntarily designate a primary and/or secondary emergency contact for use only in the event of a mental health crisis or imminent risk to self or others.
- Authorized university contacts include:
  - Dean of Students
  - Director of Student Affairs
  - University Police Chief, Captain, or designees

**UL System Mental Health Advisory Council Nominees:** - Dr. Charles King, Ms. Christine Ferrell, and Kirsten Knobloch (graduate student)

- **Accessibility and Disability Support** has registered 275 students for fall 2025, approaching last year's total number of 300 students. This indicates that intake numbers are on track to potentially exceed last year's figures, reflecting an increasing demand for accommodations.
- **Counseling Services** recorded a total of 85 new student intakes/contacts for fall 2025. This is an increase from 70 during the same period last year.
- **Health Services** has conducted assessments for 238 students in the Clinic. To date, 36 referrals have been made to the NRMCC Walk-In Clinic and contracted physicians have seen five (5) students in the Clinic. This is a slight decrease compared to the previous year, during which 250 students were seen with 24 referrals.
- **TRIO Student Support Services** currently serves 226 participants, achieving 63% of the target goal of 360 participants for this academic year.
- **The NSU Pantry:** Open 30 hours per week; 51 trained volunteers; 79 students utilized The Pantry.
- **Behavior Intervention Team (BIT):** Review of processes for off-campus instructional sites.

## Student Conduct & Safety

### Residential Community Meetings

- 75.66% of residents (1,104 students) have attended one of six required sessions.
- Presenters: Dean of Students, Residence Life, Title IX, Student Conduct, and University Police.
- Focus: Community expectations, policy, procedures, and campus safety.
- 355 students remain to complete a session – scheduled for September
- 646 students completed post-session evaluations.

## Hazing Prevention Education

- **Mandatory Training:** Students participating in RSOs, athletic teams, etc., are required to complete two (2) hours of Vector Solutions hazing prevention training by Friday, September 12, 2025, in compliance with state law and system policy. 1,140 students have completed the training to date.
- **Board of Regents Hazing Prevention Summit:** September 17, 2025 | Baton Rouge
- **Hazing Prevention Week:** September 22–26, 2025; cross-campus collaborations in progress.

## Title IX Compliance

- **Trained Title IX Team Members:** Hearing Panel Members – 5; Investigators – 4; University-Appointed Advisors – 6
- **Board of Regents Title IX Summit:** November 5–7, 2025 | Hosted by La Tech & Grambling
- **Title IX and Student Conduct** facilitated 11 sessions in August for 750+ UNIV 1000 students.

**Accountability & Student Conduct:** In August 2025, a total of 10 disciplinary cases were recorded, compared to 11 cases during the same period in 2024, indicating a slight decrease year-over-year. Most disciplinary cases continues to involve offenses related to disruption of order, violations of health and safety protocols, and incidents involving controlled substances.

## Strategic Initiatives & Partnerships

- **NSU Foundation:** Dave Ramsey Personal Finance Course for faculty, staff, and students.
- **Board of Regents Hunger Free Campus Grant:** \$10K awarded to The NSU Pantry
- **NSU Wellness Fest:** Campus and Community Health Care Partners
- **First Year Experience & CampusESP Parent Portal:** Currently 4,812 users on the First Year Experience portal. Launched a “Dear NSU Parents...” email series in July. Over 1,500 parent/family members opted-in to receive these emails; 57% open rate

## Challenges & Opportunities

- Appointments to Student Affairs Committees
- Watson Library space consideration for TRIO Student Support Services
- Need for Parenting Rooms at satellite campuses
- Development of student space (former E-Sports Center) in the Student Union
- Dean Leonard O. Nichols Blue Key Honor Society Room dedication.

- Key Personnel Updates
  - Scott Maggio – Student Union Director
  - Zachary Veuleman - Director of Counseling (Rebecca Boone retired)
  - Vivian Pedroza – Coordinator of Student Union & Special Programs
  - Job Location & Development
  - TRIO Student Support Services Instructor (2)

### Major Upcoming Events

- **Part-Time Job Fair:** Tuesday, September 9, 2025 | 11:00 a.m. – 1:00 p.m. | S.U. Ballroom
- **SGA Elections:** Wednesday, September 10, 2025 | 8:00 a.m. – 4:00 p.m. | Online
- **Patriot Day:** Thursday, September 11, 2025 | 7:46 a.m. | Caspari Flagpoles
- **National Hazing Prevention Speaker:** Monday, September 22, 2025 | 6:30 p.m. | A.A. Fredericks Auditorium
- **Homecoming Parade:** Saturday, October 4, 2025 | 2:30 p.m. | NSU E-Lab
- **N-Side View Day & NSU Family Day:** Saturday, October 25, 2025 | NSU Campus
- **Northwest Literary Rally:** Saturday, March 14, 2026

## **Leadership Team Meeting Report - Vanner Erikson, Director of Enrollment Management**

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### **Enrollment Management**

#### **Numbers at a Glance**

- Final 14 Day Count Total – 8,402
  - Undergraduate – 5441 (-114 from last year)
  - Graduate – 901 (-27 from last year)
  - Dual Enrollment – 2060 (+20 from last year)
  - New First Time Freshman – 1075 (+23 from last year, +32 from two years ago, and +50 from three years ago)
  - New Transfer Students – 440 (+39 from last year)
- Fall 2026 Applications – Early Look
  - 446 Undergraduate Applications (-32 behind)
  - 20 Graduate Applications (+20 ahead)
  - 50 Dual Enrollment Applications (+13 ahead)
- 8 of 137 Items on 3 year SEM Plan have been completed

#### **Recruiting**

- Attended 6 Zone Articulations around the state
  - Met 523 counselors and passed out NSU information packages
- 250 College Fairs around LA and TX started last week, and recruiters are traveling in their Zones
- 15 of the 30 Priority School visits with all juniors and seniors within our 2 hour radius has been scheduled
- 9 Counselor Luncheons are taking place September 29th to October 9th – if you're available, drop by: <https://nsula.formstack.com/forms/counselorluncheons25>
- N-Side View Day – October 25th – 203 RSVP's
  - Mailout and Emails went out to over 8,000 in area
- Large-scale mailout to 15,000 went out to priority area pushing visitation and application

#### **Financial Aid & Scholarships**

- Around \$35,000,000 disbursed to student accounts
- Implemented successful procedures to identify “ghost students”, and no suspicious activity at NSU was identified.
- Added new level of TOPS Excellence to scholarship packages resulting in \$11,560 for Non-Scholars and \$12,260 for Scholars' students per semester, which is full ride.
- Researching default management solutions for the future.
  - Student loan repayment is back in full swing after a 4 year stop to payments/garnishments from government and Covid. If a school reaches 30%-39%

default rates for 3 consecutive years, the school loses Title IV eligibility. If a school has a 40%+ default rate, they automatically lose title IV, there's no grace period.

- Currently, we are looking at 24% and 26% default rates for the two years of those that went into repayment (those aren't official numbers and will be awhile before they are released) so we are working on doing what we can in house to try and get students back into repayment.
- Normally we're at 7% prior to Covid.
- EdAmerica looks to be a preferred provider, but will cost \$30-\$40k
  - We will continue to work defaults internally until next year's numbers are released.

### **Admissions**

- Worked 5,711 applications for Fall 2025
  - Still currently working with students for B-Term admission
  - Fixed automatic flow of transcripts from STS and ACT scores from Encoura to Banner Recruit to increase efficiency
  - Working on automatic flow of immunization and Selective Service

### **Key Items Needed**

- The merging of MyStatus with Banner CRM needs to happen by December, if not sooner
  - A ticket has been submitted and being worked by IT
  - This would eliminate MyStatus and duplication of platforms
  - Allow for housing and freshman connection apps to be on CRM



## Office of Marketing and Communications

Cole Gentry, Chief Marketing Officer

### Website Update

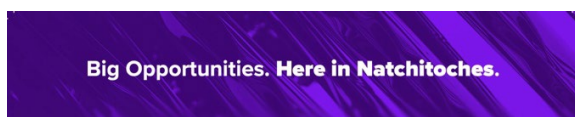
- Legacy nsula.edu site successfully backed up to alternate address.
- Migration to new server completed.
- Final QA and accessibility checks underway.
- Launch of new website expected mid-week.

### Long Purple Line 2025

- Video content currently in editing phase.

### Direct Mail & Email Campaigns

- Two direct mail pieces and two email campaigns launched in the past two weeks.
- Campaigns include Discover Your Reasons at Northwestern State University and N-Side View Day Invitation.
- Samples attached for reference.



Dear FNAME,

This is your moment. You're choosing more than just a college.  
**You're choosing the place that will shape your future.**

At Northwestern State University, we believe college should do more than give you a degree. It should prepare you for what comes next: a career you love, connections that matter, and a life full of opportunity.

But here's the truth — no brochure, email, or ad can show you what NSU feels like.

**That's why we want you to come see it.**

Walk the campus. Talk with current students. Picture your future in motion.

Schedule your campus tour today and discover how right it feels to be right here.



Emily Miller  
Director of Recruiting  
Northwestern State University of Louisiana  
recruiting@nsula.edu

#### Ask yourself:

1

Will this place help me build a future I'm proud of?

2

Will I feel at home — and challenged to grow?

3

Will I walk away ready for the real world?

**We think you'll find the answers here.**



 **NORTHWESTERN STATE**

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Leadership Team Meeting  
September 9, 2025  
Madysen Morgan, SGA President

This semester, SGA is focused on building a stronger connection between students and their student government. We've taken a step back to look at our events, processes, and communication to figure out how we can better serve the student body.

From that, we created two main initiatives: SGA CARES, which is about supporting and advocating for students, and Meet You There!, which brings SGA to where students are instead of expecting them to come to us.

Through these efforts, we hope to build trust, make SGA more accessible, and create a campus community where every student feels heard and valued.



Office of the  
**Executive Vice President  
and Provost**

Dr. Greg Handel

President's Leadership Team Meeting Notes  
Academic Affairs  
9.9.2025

\*Completed the third iteration of the Board of Regents Academic Planning cycle and documents. This process asks all Louisiana institutions to outline their plans for the next three years for new programs, termination of existing programs no longer needed, and plans for existing programs that are on a low-completer list.

--The process includes submission to ULS, then a meeting by ULS Provosts to discuss potential collaborations and potential duplication of programs. Each Provosts presents to ULS board. System Provost, Dr. Jeannine O'Rourke, submits all programs on behalf of the ULS to the BoR. Each Provost has a meeting with BoR staff to discuss proposals.

\*BoR continues to look at Dual Enrollment, and the DE Taskforce studies the impact on higher education in Louisiana.

\*All Academic Leaders have met/will meet with Recruiting to discuss the Strategic Enrollment Plan, dialogue about issues facing each Department, and to set attainable metrics for growth and retention.

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# NORTHWESTERN STATE

College of Nursing and School of Allied Health  
Office of the Dean

## University Leadership Team Report

Submitted by: Dr. Aimee Badeaux

Date: September 9, 2025

### Academic Initiatives

- The College of Nursing and School of Allied Health is advancing several important initiatives to strengthen programs, support students, and meet workforce needs.
- New academic programs are under development, and degree pathways are being streamlined to shorten time to completion and accelerate graduates' entry into practice.
- Graduate enrollment is steadily increasing, with a particular emphasis on advanced practice and leadership preparation.

### Accreditation

- The Nurse Anesthesia program is preparing for Council on Accreditation of Nurse Anesthesia Educational Programs (COA) reaccreditation in 2026. In addition, the College of Nursing is preparing its Continuous Improvement Progress Report (CIPR) for the Commission on Collegiate Nursing Education (CCNE) in 2026.

### Faculty and Leadership

- Leadership searches are actively underway, with several key roles anticipated to be filled in the coming months. Faculty transitions are creating opportunities to bring in new talent and strengthen existing teams. Continued attention to recruitment and retention remains important as we work to support a competitive and sustainable academic workforce.

### Facilities and Technology

- Facilities and technology enhancements are underway to strengthen instructional delivery and campus operations.
- On the Shreveport campus, planned upgrades include roof improvements and IT enhancements that will better support faculty and students.
- Ongoing attention to instructional technology and resource planning will ensure the College remains well-positioned for long-term success.

### Students and Clinical Education

- Student success is at the center of all initiatives. Advising and communication processes are being standardized across campuses to strengthen consistency and retention.
- Clinical partnerships continue to expand, ensuring high-quality placement opportunities and access to electronic systems.
- Scholarships, stipends, and grant support remain vital in reducing financial barriers and promoting timely program completion.

### Grants and Funding

- External funding continues to strengthen the College's programs, faculty, and student support.
- Expanding partnerships with regional health systems further align academic programs with workforce needs and create new opportunities for collaboration.

A Northwestern State University education is

*personal, valuable, and impactful.*

# NORTHWESTERN STATE

COLLEGE of 

# ARTS & SCIENCES

## COAS Comments for University Leadership Team Meeting September 9, 2025 Dr. Fran Lemoine, Dean

- STEM
  - Received notification of two separate \$100,000 scholarship donations from the Cane River Waterway Commission
    - One is for undergraduate students in the area of wildlife conservation
    - One is for graduate students in STEM
- Biology and Microbiology
  - Professional School and Natural Sciences Career Day will be held September 26 in the Student Union Ballroom. Twenty-four professional schools/vendors are committed to attend.
- Physical Science
  - Completed the submission of an NSF-iUSE grant proposal (\$775K) to improve STEM education with the inclusion of AI.
  - Dr. Damien Tristant and his student Shae Wetzel published a paper recently:

Puech, P., Tristant, D., Chen, S., Wetzel, S., Xiang, Y., Hu, T., Zhang, L., Monthieux, M., & Li, F. (2025). Charge transfer during sodium-ion intercalation in graphite-like anodes as determined by Raman spectroscopy. *Carbon Trends*, 20, 100547.  
<https://doi.org/10.1016/j.cartre.2025.100547>
  - Dr. Tristant has also just received word of a paper recently accepted to *Communications Materials* (a Nature-branded journal)
- VTEC
  - Submitted a US Department of Agriculture grant for \$20K for equine enhancement to provide workshops at the farm
- Music
  - Kathryn Wilkinson (a Master in Music in Music Performance – voice major) won first place at the National Association of Teachers of Singing (NATS) National Student Auditions - Advanced Commercial Music Category on June 26, 2025, in Philadelphia, PA.
  - On Saturday, August 30, the Department of Music hosted the second annual NSU All State Clinic. Over 300 high school students attended.
  - On Friday, September 5, the Department of Music will host the first NSU Middle School Super All State Day. Over 150 middle school students are expected.

A Northwestern State University education is  
*personal, valuable, and impactful.*

## **Gallaspy College of Education and Human Development**

Leadership Team Meeting on September 9<sup>th</sup>, 2025

Submitted on: September 5<sup>th</sup>, 2025

Submitted by: Dr. Neeru Deep, Dean, GCEHD

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### **Information about the GCEHD Leadership Team**

#### **GCEHD Child Day Care and Lab Schools Leaders:**

- Ms. Faith Stanfield – Director, Marie Shaw Dunn Child Development Center
- Ms. Caron Coleman- Principal, NSU Elementary Lab School
- Ms. Natalie Ducote- Principal, NSU Middle Lab School

#### **GCEHD Grant Leaders:**

- Ms. Nancy Alexandria -Director, Child and Family Network, Shreveport
- Mr. Steve Gruesbeck- Executive Director, NSU Healthcare ACE and Mental Health Workforce, Director of Service Learning, GCEHD Grant Writing Support
- Dr. Andrew Fultz- Executive Director, NSU Title IV-E/Louisiana Title IV-E P

#### **GCEHD School/ Department Leaders:**

- Dr. MaryAnne Candley- Department Head, Social Work
  - LTC Joshua Drake- Director, Department of Military Science
  - Dr. April Giddens- Interim Director, School of Education
  - Dr. Charles King- Department Chair, Psychology
  - Dr. Tara Tietjen-Smith- Department Head, Health and Human Performance
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#### **GCEHD Child Day Care and Lab Schools:**

- Please visit the CDC center, and you will see positive changes there. NSU Child and Family Network is working in collaboration to establish the Marie Shwa Dunn Child Development Center as an exemplary program and premier research site for early childhood in conjunction with Board of Regents initiatives.
- NSU Middle Lab has continued to increase our School Performance Score, maintaining an 'A' rating under the current accountability system. Those projections from LDOE also indicate an 'A' rating under the new accountability system, a much more rigorous system, reflecting the ongoing strength of our instructional practices and student performance.

#### **Actionable Items:**

- Update the policy to specify the steps for informing parents about students' enrollment and their intention to attend, such as which communication methods to use, who is responsible for notifications, and required timelines.
  - Establish a protocol for promptly notifying CDC and lab school staff about water, electricity, and university closures before sending public alerts through messenger or purple alert.
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## **GCEHD Grants**

### ***NSU Child and Family Network and Pathways Early Learning Career Development and Scholarship Program***

- In fiscal year 2024-25, over 1,959 coaching units were conducted for licensed early learning programs, over 840 technical assistance sessions, 317 3-hour training sessions, and 190 hours of outreach to families and stakeholders for a total of \$ 944,344 from the Louisiana Department of Education. Participating in meetings throughout our 16-parish service area to build collaborations with LDOE, public school early childhood programs, licensed early learning programs, and Head Start.
- Pathways currently has over 15,000 active members who are tracked and verified yearly for tax credit eligibility, with approximately 14,000 tax forms printed, stuffed, and mailed annually.

### ***Title IV-E Child Welfare Grant***

- Champions of Child Welfare: Homecoming Event Planned (October 3–4, 2025)
- Repayment Accountability Initiative Underway:
- Potential Risk to Grant Continuation: NSULA is actively engaged with DCFS regarding fiscal uncertainties tied to the \$9.9 million Title IV-E grant (3-year contract; \$3.3 million annually). Clarifying performance expectations and strengthening deliverables remain top priorities as funding continuity may be impacted by statewide tensions and pending renewal negotiations.

### ***Healthcare Academic & Career Exploration (ACE)***

- Health workforce development program reached 497 Juniors and Seniors. We are serving students from 31 high schools in these Central Louisiana Parishes:

### ***Cenla Mental Health Workforce Accelerator Program***

- This Workforce Development program was awarded to NSU on July 1, 2025, by The Rapides Foundation. Our goal is to increase the number of licensed mental healthcare professionals working in Central Louisiana. The program is fully staffed and in the development stages. We began weekly development meetings with grantors and their consulting group, The National Council for Mental Wellbeing.

### **Actionable Items:**

- Collaborate with Child and Family Network and Louisiana Pathways for NSU marketing and enrollment. Also, mentor our coaches on how to answer questions related to NSU admissions.
- Stay closely connected with the DCFS.
- Collaboration with Psychology, Addiction Studies, and Child and Family Studies to grow Title IV-E Scholars.

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## **Department of Social Work**

### **BSW Program**

- Started mentorship initiatives to support student retention and engagement.
- Initiated a 4-day bootcamp to enhance the child welfare interns' knowledge about self-care, child welfare, the law, and professionalism.
- 29 students are in internship placements locally and nationwide. All graduates will immediately be eligible to enter the workforce as licensed social workers at the bachelor's level.

## **MSW Program**

- Welcomed our inaugural cohort of MSW students.
- On track with accreditation, our CSWE site visit scheduled for November 13, 2025.

## **Department of Military Science**

- Key updates that other Leadership Team members need to learn to maintain situational awareness
  - ROTC Extension Unit – transition is complete.
    - LTC Tyrek Swaby is NSU's Professor of Military Science.
    - LTC Josh Drake is NSU's Head of the Department of Military Science and Assistant Professor of Military Science.
  - ROTC Field Training Exercise at Alcorn State University, 17-19 October

## **School of Education**

- On October 4, 2025, we will celebrate five outstanding educators: three for the Hall of Distinguished Educators and two for Outstanding Young Professional.
- Restructured our coordinator roles so that each coordinator is not only an expert in their program area but also supported in recruiting and retention efforts.
- The School of Education follows all Louisiana Department of Education guidelines. We remain current by attending monthly meetings, ensuring we are up to date on all required guidelines and coursework.

## **Department of Psychology and Addiction Studies:**

- Setting up NSULA Collegiate Recovery Program.
- Submitted Master of Addiction Studies Proposal to the Graduate Dean to review and take the next steps to put on the BoR agenda.

## **Department of Health & Human Performance Update**

- Graduate enrollment has steadily increased over the last four years, up 16.67% from this time last year. Also, added Instructor and Powerlifting Coach to aid in recruitment.
- Sixty (60) students (40 undergraduate, 20 graduates) completed internships in a variety of areas. Over 90% of graduates were employed (or attended graduate school) within 3 to 6 months of graduation.
- Increased visibility of the departmental on a national level by having the ability to research and present research at the National Association for Kinesiology in Higher Education (NAKHE) international conference in January 2025.
- HHP Advisory Board members were invited to campus and participated in several events to promote workforce awareness and internship opportunities.

## **Actionable Items:**

- Evaluate all programs to meet the workforce needs. More MOUs and customized schedule to fulfill the workforce needs.
- Focus on marketing and enrollment.
- Using this framework of the SOWK bootcamp for all the GCEHD students.
- ROTC restroom renovation is on hold. Communication and completing the project.

**Northwestern State University**  
**The Graduate School**  
**Leadership Team Update**  
**September 9, 2025**  
**Dr. Mary Edith Stacy, Dean**

**Graduate Enrollment Planning**

- **Strategic Context:** Approximately 20 Graduate Enrollment Planning meetings are underway across academic units in September, with CONSAH scheduled for October.
- **Emerging Themes:** Early discussions are surfacing program-specific opportunities and challenges across the board.
- **Presidential Insight:** These meetings are foundational to shaping graduate enrollment projections for Spring 2026 through Fall 2028. They will inform resource allocation, program prioritization, and long-term academic planning.

**Graduate Council Strategic Initiatives**

- **Governance Modernization:** The Council is initiating bylaws and revising standardized guidelines for Thesis, Research Projects, and Field Studies.
- **Strategic Enrollment Management:** A Graduate School SEM Plan is in development to align recruitment, retention, and completion strategies with institutional goals.
- **Presidential Insight:** These efforts support academic quality assurance and position the Graduate School to contribute meaningfully to university-wide enrollment targets and the student experience.

**Graduate School Admissions Processing**

- **Operational Risk:** Persistent data integrity issues between Recruit and Banner Production are disrupting admissions workflows. These include inconsistent data transfers, key functions tied to supplemental items—such as the automatic sending of recommendation request links—are failing, creating manual workarounds, and communication breakdowns. While fixes are underway, new issues continue to emerge, further disrupting process flow and straining staff capacity.
- **Root Causes:** Systemic defects across multiple product lines, compounded by the vendor backlog of critical defects and internal resource constraints.
- **Strategic Implications:** These disruptions risk undermining applicant experience, yield rates, and the university's competitive positioning in graduate markets.
- **Presidential Insight:** A cross-functional task force should be considered to stabilize admissions operations. This would include:
  - A full audit of data flows and defect mapping
  - Prioritized resolution in collaboration with IT and vendor partners
  - Interim manual interventions to safeguard critical admissions functions during peak cycles





Office of

# **Economic Development and University Advancement**

## ***Leadership Report September 2025***

***Laurie Morrow***

### ***NSU Cenla***

- Active Shooter On-Site Trainings scheduled
- Students taking at least one class on the Cenla Campus increased from Fall 2024 to Fall 2025

### ***NSU Barksdale***

- Signing of the renewal of our MOU (spring date)

### ***NSU Leesville/Fort Polk***

- Establishing a spring date for 50-year anniversary celebration.
- Active Shooter On-Site Trainings scheduled

### ***NSU Marksville/Tunica Biloxi***

- Represented and supported Louisiana Rural Economic Development Conference

### ***Market Responsiveness Engagement Metrics***

- Total Public/Private Partnerships: 486 bona-fide partnerships reported by academic departments (333 more reported from assessment cycle 22-23)
- 78.1% New or redesigned programs, concentrations, or certificates approved by the Curriculum Review Council that meet the needs of workforce
- 5 new degrees or certificates approved by the Board of Regents that meet workforce needs

### ***Academic Support***

- Assisting with all things related to Advanced Manufacturing Program.
- Established the delivery of Part 107 Drone Certification Prep Course for the ARGO program.

### ***Innovation Park***

- Schematic design review meetings are currently taking place - SIGNS GOING UP!
- Fall workshops ongoing to support inferno pitch/public pitch food truck; and social media 101.

### ***Federal Grants/Congressionally Directed Spending***

- ***Awarded:*** \$8,653,340
- ***Pending:*** \$5,933,766

### ***University Advancement***

As articulated in the President's job description, his responsibilities are to "exercise" control over fundraising activities and to educate the University community that fundraising activities/events are to be initiated with the Director of Alumni and Development with approval through the Office of Economic Development and University Advancement.

**Office of Alumni & Development Leadership  
Team Report – September 9, 2025  
Jill Bankston**

**Columns Fund**

- **Columns Fund Contributions (FY 2024–2025):** \$196,430, an increase from \$170,842 in FY 2023–2024
- **Memberships (as of June 2025):** 287
- **Membership Drive:** Began September 2 and will run through Homecoming.

**Endowments**

- **New Endowments/Additions to Existing/Annual (as of 6/30/25):** 7 new, 54 added donations, 6 annual
- **Endowments By Level:**
  - 3 Endowed Chairs (\$1M+)
  - 4 Endowed Scholarships over \$1M
  - 7 Endowed Scholarships over \$250K
  - 71 Professorships (\$100K+)
  - 32 First Generation Scholarships (\$100K+)
  - 2 Superior Graduate Scholarships (\$100k+)
  - 298 Endowed Scholarships between \$10K–\$99,999

**Contributions & Revenue**

- **Total Contributions (FY 2024–2025):** \$5.27M
- **Total Revenue and Contributions:** \$7.08M
- **President’s Elite Council Spring Fundraiser 2025:** \$93,060 net profit

**Donor Engagement**

- **FY 2024–2025 Donors:** 1,367 (463 new; 904 repeat).
  - Increase from 1,166 in FY 2023–2024.

**Alumni Engagement**

- **Aug. 28 Alumni Tailgate:** 171 attendees total (69 faculty/staff)

**Upcoming Events**

- **Oct. 3:** Long Purple Line Luncheon & “Bring Back the Cove.”
- **Oct. 4:** Homecoming Parade, Pep Rally, & Game vs. East Texas.
- **Oct. 18:** NSU vs. Southeastern Tailgate in Hammond.
- **Oct. 25:** Donors’ Bingo Bunch with student recipients & NSU vs. Lamar Tailgate.
- **Dec. 5:** President’s Reception for Christmas Gala.
- **Mar. 20, 2025:** Flavor of Louisiana.

Leadership Team (September 9, 2025 Update):  
Athletics - Kevin Bostian

- Facility Updates:
  - David and Sherry Morgan Health Performance Center is slowly moving ahead. At the monthly update meeting it was said that the facility's opening was pushed back from mid-January to the first of April. We had a long discussion with the General Contractor, and they are supposed to go over their work schedule to find ways to get it done faster. With Phase I now stretching into April, this pushes back Phase II finish till October which drastically hurts us as we will be in football season with construction in areas the team will need to use. We are working with the General Contractor to find ways to get this done by next summer. The more this gets pushed back the more it will impact our operations.
  - The new mondo Track and lighting project is about to begin. The light poles were delivered last week and Geo Lighting will be on site this week to install them. Once those are complete, Sunstream is going to do all of the underground electrical work to tie the poles to the transformer (power source). Once this is complete, they will start to demo the old track surface in preparation for the new track's arrival. The new track has been shipped via boat from Italy and port at their North American headquarters in Canada before being put on a truck and sent to Natchitoches. We are still on course for completion of the project at the end of October.
- Athletic Updates:
  - Football is now 1-1 after losing at Minnesota on Saturday. Other than the score, the trip with the donors was very successful. Everyone had a great time, and the University will receive a \$500,000 check for playing the game. Football is on the road again this weekend as we are travelling to Cincinnati. We will receive \$425,000 for playing this game.
  - Soccer is now 4-1-2 after defeating Grambling State 3-1 on Thursday and tying Louisiana last night 1-1. Unfortunately, Louisiana scored with 1:30 left in the game to tie it. Soccer has one more non-conference game, at Abilene Christian on Thursday, before turning to conference play next week.
  - Volleyball is 1-6 on the year. This season is a rebuilding year for the program. New coach Ben Kaszeta has had to make a major change in the culture of the program which will help us get to the level of success we want over the next couple of years. He has a very good recruiting class coming in next year, but in the meantime, we are going to take our lumps this year.

- Men's and Women's Cross Country had their second meet this past weekend. Fifth year senior John Klein paced the Demons with a second placed finish.
- Revenue Generation:
  - In an effort to generate revenue, NSU Athletics will host a 2-day music festival on April 17-18, 2026. The goal of the event is to sell 10,000 tickets each day and net around \$250-500,000 in profit. The key to generating this type of revenue are the musical acts, venue location and revenue from food/beverage. Athletics is fortunate to be working with someone (dad of our starting quarterback) who does this for a living (runs and operates the outdoor festival venue in Gonzales—which puts on the Boots on the Bayou Festival at the end of October with country acts Chris Stapleton, Riley Green, Cody Johnson and Parker McCollum as the headliners). As we continue to plan for this event, Athletics will be able to pass along more details.

## **Department of Wellness and Recreation – September 9, 2025**

### **Patric Dubois**

The Department of Wellness and Recreation has been busy transitioning our department, facilities, and equipment as well as preparing for the academic 2025-26 year. The numbers in the e-sports lounge at the Student Union have not met expectations as predicted when this area was created. The e-sports lounge has relocated to the WRAC facility on campus to create a one stop shop at the WRAC. We have condensed space and created a great e-sports lounge at the WRAC. The original space in the student union will be utilized creatively within the Office of the Student Experience.

The WRAC staff thoroughly cleaned and performed preventive maintenance on all equipment prior to the fall semester beginning. We continue to operate seven days each week for close to 90 hours per week. We remained open on Labor Day for our students who remained on campus. We replaced all Urethane plates in the free weight room prior to the beginning of the fall, 2025 semester. We are providing two pickleball courts every morning as we are having an uptick in our community members playing this sport at the WRAC. Our IM area has a schedule of 18 events this fall, including the very popular Homecoming week Glow Run on October 1<sup>st</sup> at 8:00pm. Our wellness area is quite busy providing 20 group exercise classes per week as well as several personal training clients. Our massage therapy area is consistently busy.

The Robert W. Wilson Recreational Complex, now part of the Department of Wellness and Recreation, is doing well. The golf course benefitted from a higher than average rainfall in June and July which created very good conditions on the course. We are struggling with a very poor and antiquated irrigation system in general which is consistently in need of repair in different areas on the course. We are struggling with older equipment that breaks down a bit. I am actively pursuing private funding to assist with course equipment. We need to stop spending budget on band aids for older equipment. The NGA (Natchitoches Golf Association) has taken an active part in helping the Rec Complex in terms of work volunteers and financial assistance. I have asked our Director, Jarrod Cox, to do a “hole audit” at the course so we can have a plan to improve every single hole on the course. The swimming pool is struggling as well with original equipment and infrastructure from the 1970’s. We are only able to use one company who assists us in maintaining the pool. We need to use their services, and chlorine purchases due to the way the pool is set up for operation. It is basically rigged to operate at this point. We are looking at grants and types of funding to remove the current pool/infrastructure and start a new pool from scratch in that same area. The new pool would provide indoor swimming so we can run year-round operations and provide a source of consistent revenue. We are in the infant stages of this research. There are a lot of moving parts that need to come together, and if so, it will make this a GREAT place for NSU and the Natchitoches community.

**Culture and Climate/Gail Metoyer Jones Center Report**  
**9/9/2025**

**Brittany Blackwell Broussard**

**Faculty Northwestern Inclusive Coaching Seminar Series (NICSS)**

The Northwestern Inclusive Coaching Seminar Series (NICSS) is designed to raise awareness and facilitate growth among NSU constituents. We want to enhance understanding, engage community members in positive dialogue and create respectful, safe environments for all.

**September**

Inclusive Language and Communication- Brittany Broussard & Dr. Jasmine Wise  
Tuesday, September 16, 2025

11:00am

Student Union President's Room

Natchitoches Campus

**October**

Supporting International Students- Valentina Alvarez  
Monday, October 13, 2025

11:00am

Student Union Room 321

Natchitoches Campus

**November**

Trauma-Informed Pedagogy and Campus Support-Zachary Veuleman  
Thursday, November 20, 2025

12:00pm

Student Union Room 321

Natchitoches Campus

Please encourage faculty and staff in your area to attend. Also please consider these trainings as Professional Development. We will provide certificates to attendees and presenters.

We are recruiting students to be a part of the Cultural Bridge Builders program so please refer students that may want to get involved. Also, if you want Cultural Bridge Builders or myself to do a NICSS with your students, we have a request form to fill out found on the website or email me.

We are starting a program/workshop series for First Generation Graduate students. We recognize that navigating graduate school can present unique challenges, especially for those who are the first in their families to do so. This series aims to build community, provide critical resources, and help students succeed both academically and personally.

The first meeting/mixer is September 24 at 5pm in the Purple Jacket Room. Flyer coming out soon. And I will be emailing Deans and Department chairs to share with students.

Lastly, if anyone in your area hosts an event/program that is cultural or fosters inclusivity or belonging we are more than happy to partner and support you. If we are not involved, please fill out a form on our website so that we can track how many of these types of events take place at NSU. It is for a metric in the strategic plan.



# NORTHWESTERN STATE

## *Business Affairs*

TO: Northwestern State University Leadership Team

FROM: Rodney Wilson, Chief Financial Officer

DATE: 09/05/2025

SUBJECT: Financial Update for Leadership Team Meeting September 9, 2025

This update is provided in an effort to provide Northwestern State University leadership with a financial outlook for the 2025-2026 fiscal and academic year and to cultivate budget strategy going forward.

Northwestern State University continues to face an Operating Fund budget deficit. Efforts across the university to address the deficit have been successful but not complete. Deficits in the operating budget have caused Northwestern to draw on its reserves in order to not create a catastrophic or volatile diminishment of operations to its students, community, faculty and staff.

Reserves will hold for the present year, however the university cannot sustain budget deficits indefinitely or it will face depletion of reserves.

In order for the university to sustain its present footprint of services--to include satellite campuses, staff, degree programs, brand recognition and prestige, the university should target an enrollment of 7,000 non-dual enrollment students.

Non-recurring funds have been set aside for key infrastructure improvements to physical plant, athletic facilities, information technology needs as well as funding a strategic enrollment plan. These efforts will take time to bear fruit.

#### Planned Budget Calibration Activities:

- Continuous evaluation of spending, deleting old, duplicated, or ineffective services
- Place new initiatives on hold while giving time for those already underway to materialize
- Continue to shift and share the burden of expenditures across funding streams in a strategic manner to extend life of reserves
- Pursue new revenue streams and partnerships
- Review staffing and consider additional hiring freezes beyond those implemented during the 2023-2024 year
- Evaluate how partnerships and donations can partially address existing shortfalls rather than stimulating new cost measures

It is worth noting the significant progress made to date. The current year's deficit is 90% less than the deficit faced 2 years ago. There are also positive trends such as a large freshman class, housing is now at capacity on campus and our student body's entering ACT score has risen.

These indicate the university has positive momentum with certain trends headed in the right direction, but does not overshadow a very real and current budget challenge to address.



**University Affairs Area Updates 9.5.2025**  
**Jennifer Kelly**

Alan Pasch – Director of Facilities

- Completed pressure washing of Caspari Hall and the TEC Atrium windows.
- Waxed the floors in Caspari and rewaxed the floors in HHP.
- Hired 2 new MR1s for the grounds crew and both started on 9.2.2025

Bruce Dyjack – Post Office

- Received over 700 packages for students this semester.
- 600 students have been assigned mailboxes.
- An after-hours package drop was installed which leads to quicker package delivery for students throughout the weekend.

Craig Vercher – Chief of Police

- In person Active Shooter training for faculty/staff on the Leesville and Alexandria campuses have been scheduled. Shreveport campus training and a large portion of the residential students have completed this training.
- University Police is finishing up with the University housing meetings with the partnership with housing, Title 9 and Conduct.
- Annual Security Reports for each campus are set to be distributed to the Public on or before Oct. 1<sup>st</sup>.

Chelsea Eddington – Environmental Health & Safety

- The yearly ORM Safety audit has been scheduled for Oct. 20<sup>th</sup> with the walk-throughs taking place on October 21<sup>st</sup>.
- Leesville is scheduled for September 9 and the Shreveport walkthrough has not been scheduled yet.

Dale Wohletz – Physical Plant Director

- Alost Hall construction is almost complete. The Café area for Sodexo has been completed by contractor and ready for installation of equipment. Faculty/Staff are continuing to move in.
- CAPA Stairwell repair and painting is almost complete.
- Fournet Hall Roof project is progressing.
- Underground electrical installation is to begin within the next two weeks on the Track Lighting Project. A partial campus electrical shutdown will be required for one business day in about 30 days to install new primary electrical switch and transformer. We will update the campus closer to the scheduled shut down.
- Dale's last day is Friday September 12<sup>th</sup>.

Leadership Team Meeting 090925

Faculty Senate Report

Dr. Frank Serio

Accomplishments for Last Year:

- Revision of Student Evaluation of Instruction surveys in conjunction with Institutional Research. A plan is now in place to repeat the review and revision every 4-5 years.
- Establishment of Faculty Recognition Council  
First awards were presented at the Faculty Institute

Projects for This Year:

- Feedback from faculty in Mathematics and ELCS on the move to Alost Hall will be collected and shared with the administration.
- Representation for Adjunct Faculty on the Faculty Senate will be considered.
- A request was made by some unclassified faculty for some form of representation for them like Faculty Senate. We are not sure this is in our purview, but we will explore it.

**Leadership Team Meeting  
September 9, 2025**

Executive Director, Institutional Effectiveness & Human Resources

SACSCOC Decennial Report Update:

The SACSCOC Review Committee continues to review standards for the University's decennial submission. The Report will be submitted in June of 2026. This seems like a long way out, but the Committee is respectfully requesting that revisions and other changes cease at the end of March/beginning of April 2026.

Also, the Annual SACSCOC Meeting (December 7<sup>th</sup>-9<sup>th</sup>) will be held at the Music City Center in Nashville, Tennessee. Those attending the Meeting have been selected based on their areas of responsibility regarding SACSCOC Standards. The group (D. Owens, G. Handel, R. Cox, F. Hall, C. Gilson, R. Wilson, D. Mitchell, & R. Biscoe) will meet prior to the meeting to discuss and plan session attendance.

ADA Compliance Update:

Joe Parrie has been designated as the *Web Accessibility Coordinator for NSU*. He has been working with his System counterparts for months to ensure Web Accessibility (outward facing material). The University invested in software to assist with this project. The deadline to meet this requirement is April 24, 2026.

A committee (NSU Accessibility Team) of six - Joe Parrie, Emily Perritt, Ruth Chatman, Ron Williams, Crissey Smith, and Roni Biscoe - has been designated to work together to meet the requirements of ADA compliance.

*Revised: September 9, 2025*

## Leadership Team Meeting September 9, 2025

### Director of Institutional Effectiveness Update:

The **next Strategic Planning Team Meeting (SPTM)** is in the Pierce Conference Room **on 17 September 2025, from 3:00 to 5:00**. The team will present the **President's Key Findings brief** formally closing out Assessment Cycle 2024-2025, *Making a Difference*.

**Pre-Brief is at 2:00 on September 15, 2025.**

The **SPTM schedule for October 8, 2025, is now tentative** based on the outcome of the President's Key Findings Brief. **If cancelled, the next meeting would take place on November 5, 2025.**

The **Next University Assessment Committee and Core Competency Committee meeting** is on **November 6, 2025**, from 3:00 to 4:30 via Teams.

Please check your IE Planning Calendars. You should have a new IE Model Planning Calendar dated 28 July 2025.

The **University SACSCOC Review Committee continues drafting university responses** that reflect our compliance with the 40 standards that make up the Differentiated Review. We are integrating subject matter expertise across a myriad of topics. Thank you for all your support.

The **Institutional Effectiveness website has been updated with this year's assessments**. Thank you to everyone who is contributing to the Strategic Plan assessment. Please note AC 2024-2025 – *Making a Difference* is our second complete quantitative assessment of the Strategic Plan 2023-2028, *Providing Education of Enduring Value*.

### Reminders:

- As a reminder, the Board of Supervisors for the University of Louisiana System approved Northwestern's request for revalidation of the University's Mission, Vision, and Core Values Statements. It was approved on February 27, 2025.
- On September 25, 2024, President Genovese approved the Student Achievement criteria.

## **Northwestern ITS Leadership Report September 5, 2025**

### **Ron Williams**

Our department remains committed to advancing the university's mission through technology. This report highlights recent progress, current priorities, and key items for leadership consideration.

### **ADA – Web Content Accessibility Guidelines**

The Department of Justice's April 2024 update to ADA Title II requires all public-facing web content and mobile applications to meet WCAG 2.1 Level AA accessibility standards by April 24, 2026. While limited exceptions apply, proactive remediation is required to ensure compliance.

Northwestern has met its initial accessibility requirements by designating a coordinator, completing training, and compiling an inventory of web properties. Preliminary testing has identified issues requiring remediation, and ITS has collaborated with system partners. The university remains on track for the April 2026 compliance deadline, contingent on cross-departmental cooperation, faculty/staff training, and sustained administrative support.

### **Student Password Policy Change**

Effective **September 8, 2025**, the University will require student passwords to be at least 12 characters long, include upper and lowercase letters, numbers, and special characters, and must be changed every 150 days. This update ensures compliance with internal security policies and mitigates potential audit findings.

### **Banner Self-Service 9 Transition**

ITS is finalizing the transition to Banner 9 Self-Service as support for Banner 8 ends and enhanced security and performance are required. Server upgrades and new Banner 9 modules are undergoing testing and configuration to ensure a smooth and reliable transition for all users.

### **MyNSU – Ellucian Experience**

The University is retiring the **MyNSU** platform and moving to the **Ellucian Experience Portal**, a modern, unified interface for students, faculty, and staff. Ellucian Experience consolidates key tools and information into a single, customizable dashboard, streamlining day-to-day activities and improving usability and efficiency.