

February 3, 2020 @ 8:30 a.m.
Leadership Team Meeting

Absent: Dana Clawson, Frances Conine, Marcus Jones, Pat Jones, Jerry Pierce, Ron Wright

Roni Biscoe:

- IR reported census numbers for the spring semester on January 31, 2020.
- IR will participate in an ULS group project to benefit all universities in the system – a dashboard for SACSCOC standard 8.1.
- Reminder to participate in the mandatory training for calendar year 2020 – Preventing Sexual Harassment (PSH), PSH for Supervisors, and Ethics. Tracy Brown is assisting with a way for students to participate without the use of Moodle or another platform; it involves a web-based design.
- There is continued talk regarding Dual Enrollment, as institutions try to address SACSCOC concerns.

Tracy Brown:

- The procurement of items for the STAT grants is almost complete. Larger projects are working through standard procurement methods and procedures. Some hardware and software items are starting to arrive, and installation dates scheduled.
- The data center storage and backup appliances have been received and installed. We will be working the next couple of weeks to verify the installation and begin the process of transitioning workload to the new hardware.
- On Wednesday, January 29, I attended the first meeting of the CENLA Cybersecurity Working Group. The purpose of this organization is to bring together industry, government, and education institutions together to help combat and educate against cybersecurity issues that threaten central Louisiana.
- Planning for the annual LONI Summit is underway. The LONI Summit is a yearly gathering of all LONI institutions to receive updates, plan initiatives, and share ideas. I serve as a member of the Summit planning committee. Northwestern hosted the event last year at the Alexandria campus at England Airpark. This year the event will be hosted by UL Lafayette on March 18th and 19th. The Summit will attract between 70-80 individuals. Northwestern will have five individuals in attendance with two staff members delivering presentations.
- Work continues to develop a plan and strategy of migrating the University away from our current Nortel PBX telephone system to a modern Voice of IP (VoIP) telephone system. The current Nortel phone system was first installed in 2000 and was last upgraded in 2008. Avaya purchased Nortel in 2009 and officially ended all support of the Nortel hardware and software in June 2018. Our current support contract expires on June 2020, with no options to extend or purchase more support services.
- Departments that need assistance with the inventory of their technology items, please engage us as soon as possible to help provide more time to improve and reduce the last-minute stresses in trying to help locate items.

Greg Burke:

- External
 - General:
 - Annual Fund currently at \$283,776 | 87% of goal
 - N-Club currently at \$7,025 and 411 total members (110 free first-year graduate members); 70% of goal
 - Planning for baseball reunion February 28 – March 1
 - Planning for softball reunion March 13-14
 - Working with football staff on golf tournament March 20
 - Continuing to send monthly N-Club newsletters featuring N-Club member of the month, upcoming events, and new memberships.
 - Continue sending N-Club renewal notices (which can now be sent via text)
 - Other upcoming events
 - National Signing Day Luncheon on February 5, 2020
 - Joe Delaney Bowl March 21
 - Baseball Home Opener February 14
 - Baseball Auction Fund Raiser February 8
 - Super One Kids Weekend February 14-16 (home baseball, home softball tournament, basketball doubleheader)
 - Demons Unlimited Foundation Board of Directors meeting held February 1
 - Sponsorship: Erika Moulder / Haley Taitano
 - Erika named Peak Sports “Rookie of the Year” from among 15 first-year sales reps nationwide.
 - Approximately \$200,000 in “quiet phase” commitments have been secured for the “Victorious” facility campaign with additional funding requests on the horizon. Major gift solicitation presented on October 18; result pending. Another to be scheduled in the near future.
 - Save the Date: August 22, 2020 for off-year auction/fundraiser event.
 - An external staff (development, marketing, media relations, event staff) retreat was held on January 24 to develop strategies for the 2020-21 year.
- Academic/Life Skill
 - Welcomed 11 new student-athletes (9 football, 1 tennis, 1 softball) to NSU in our first mid-year New Student-Athlete Orientation.
 - Academic/Student-Athlete Development staff attended the Faculty/Staff Institute and enjoyed the opportunity to interact and connect with various departments.
 - Student-athletes no longer have 24 hr. access to the Athletic Academic Center, effective this semester.
 - Academic Center is available and staffed for student-athletes 65 hrs./week.
 - Collaborating with career services to create a new career/professional development workshop for student-athletes to be conducted this semester (Speed Interviewing).
 - SAAC student-athletes completed Secret Service Missions – Random Acts of Kindness before returning for first meeting of the Spring semester.

- Donated clothes to Goodwill, gave another student a ride to class so they didn't have to walk in the cold rain, left change on laundry machines, bought a meal for someone behind them in drive-thru, picked up trash around campus, baked a pie for a neighbor.
- 193 student-athletes recognized for AD Honor Roll from fall semester (earned a 3.0 or higher semester GPA) at the Women's Basketball game vs UNO.
- Academic/Student-Athlete Development staff met with 50+ prospective student-athletes from various sports over the last 2 weeks.
- Facilities
 - The Athletic Department continues to explore the potential of a new video board in Prather Coliseum, as well as new video boards for the baseball and softball complexes. Meetings have been held with three different companies and proposals, including pricing, are to be submitted in the near future.
 - Update on facility projects:
 - N-Club Hall of Fame display – completed in August 2018 (\$50,000)
 - Strength and Conditioning Annex – renderings/cost received; collateral printed; solicitation strategy in progress (\$3.5M)
 - Baseball Operations Building – on hold (\$2.5M)
 - Baseball Locker Room Renovation - \$50,000 in-kind and cash donations
 - Baseball Grandstand Project – in progress (\$500,000); completion Fall, 2019
 - Tennis Locker Room – approximately \$100,000 raised
 - Entrance (\$20,000)
 - Locker Room (\$400,000)
 - Track Complex Upgrades
 - New seating/press box installation in December (\$288,000)
 - Other renovations - \$18,000 received from grant proposal submitted to Weyerhaeuser Foundation
 - Locker Room – future
 - Softball Dugouts – in progress (cash and in-kind donations totaling \$37,000); completion spring, 2019
 - Volleyball Locker Room – near future/must determine cost
 - Turpin Stadium Front Entrance
 - Road/parking completed – August 2018
 - Planters/irrigation completion – September 2018
 - Four 75'X25' banners installed October 2018
 - Total cost of project TBA = \$638,000
 - Nutrition Center – Completed August 2018 (\$10,000)
 - Soccer dugouts – Completed August 2019 (approximately \$12,000)
 - Soccer drainage – Completed by City of Natchitoches in Spring 2019
 - Carpet (Fieldhouse 2nd floor, MBB Locker Room, VB Locker Room) – Completed September 2018 (\$35,000)
 - N-Zone Tailgate Areas – Completed October 2018 (\$20,000)
 - Sports Medicine/Rehab Center updates (\$250,000 estimated)
 - TOTAL COMPLETED - \$1,683,000
 - TOTAL IN PROGRESS - \$3,500,000
 - TOTAL ON DRAWING BOARD - \$3,270,000

- **GRAND TOTAL = \$8,453,000**

- General

- Retiring Jersey/Number policy update
 - Announcement made that the number of baseball alumnus Danny Bob Turner will be retired during the 2020 season.
 - Recognition for others is on the horizon.
- Football Scheduling:
 - Tulsa in 2020
 - University of North Texas in 2021
 - Mississippi State in 2022
 - Guarantee games for 2023 pending
 - A home and home contract with Southwestern Athletic Conference member Prairie View A&M for 2020 (there) and 2024 (here) has been fully executed, thus completing NSU's 2020 schedule.
 - Potential home and home with regional FCS program for 2021 and 2024 pending.
 - Signed (but not announced) a contract to play at South Alabama in 2024.
 - Pursuing LSU for 2026.
- Personnel changes
 - Head Strength and Conditioning Coach – Search in process
 - Assistant Strength and Conditioning Coach – TBD
 - Head Women's Basketball Coach – preliminary paperwork being completed to commence search process.
- Postseason meetings were held by Greg Burks and Haley Taitano with coaches for the football, soccer, and volleyball programs.
- The Athletic Department continues to explore the possibility of adding beach volleyball as in intercollegiate sport.
- Athletic Department staff members met with an ESPN representative to explore ways to expand the athletic program's digital platform. A meeting with an integrator from a video production company will be scheduled in the near future to discern additional information.
- Athletic Department continues to meet regularly for breakfast with Natchitoches Regional Medical Center CEO Kirk Soileau to discuss their partnership and the sports medicine program.
- Updating in progress for Athletic Department Policy and Procedure Manual.
- Athletic Director Greg Burks will meet with each team during the early part of spring semester.
- Greg Burke was joined by Greg Handel and Darlene Williams at the inaugural NCAA Academic-Athletics Summit held in conjunction with the NCAA Convention. One school from each Division 1 conference was represented at the summit.
- A meeting that included NSU administrators/staff, Demon football alumni and members of the Demons Unlimited Foundation Board of Directors was held on February 11 to assess avenues through which the success level of the NSU football program could be enhance.
- Greg Burke was the guest on the 1Question Leadership Podcast, hosted by Tai Brown from the Spades Media Group, on January 10.

- NSU – with much responsibility falling on the shoulders of the facilities/events, marketing, development and media relations staffs – will be hosting 31 athletic events during the month of February.

Dana Clawson:

- Dr. Badeaux is working diligently on construction of university eligibility letter for Nurse Anesthesia program. Now have initial budget projections, curriculum, etc., but having to obtain letters from primary clinical sites which is very time consuming, but she is doing a great job.
- Attended nurse anesthesia stakeholder information meetings with three community stakeholders and having upcoming College of Nursing and School of Allied Health advisory council meetings within the next couple of weeks.
- Working on University Assessment Reports.
- Interviewed one applicant for Grant Director job – looks promising.
- Have 4 faculty vacancies not including the two new faculty vacancies needed from capitation monies.
- We exceeded capitation money goals as submitted to the BoR and should be acquiring those funds soon: should be awarded \$224,000 from BoR capitation soon.
- MSN program ranked 47th in nation by US News and World Report – only other non-private LA school to receive a top 50 ranking was ULL.
- Received number 1 national ranking for best cost for quality program for nurse practitioner program.
- Lots of suspension appeals and student grade appeals this semester – over 100.
- I will give NCLEX results and Cert. Exam results next Leadership Team meeting.

Frances Conine (represented by Jana Lucky):

- Reatha Cox was recognized as the outstanding staff member at the ULS conference in Monroe.
- The recruiting receptions are in full swing.
- Financial Aid has increased processing times spring and is beginning the process of packaging for fall.
- We are all working to be proficient at using our new texting platform know as Cadence and have successfully communicated with continuing students as well and future students.
- N-Side View invitation are out and the planning has begun.
- Coach Johnny Emmons has passed and services are being planned for Thursday.
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Jacob Ellis:

- Leadership NSU was a huge success. We had almost 400 registrants.
- SGA is working on its Black History Programming.
- The SGA is continuing its portrait project.
- VL Roy Service Day will be March 14th.

- The SGA plans to host voter registration drives throughout the semester.

Dawn Eubanks:

- Finalizing student self-assessed fee review.
- Beginning movable property review.
- Keep in mind UL System does have bylaws and policies. When updating or creating policy and procedure, please review these.

Frank Hall:

- 12 Feb is the Strategic Planning Team Meeting. Focus:
 - Mid-Year Brief Update – I sent each topic owner their slides from the 2018-2019 brief to be updated on 7 January 2020
 - College – Mission, Roles, and Priorities
 - Strategic Plan – Modifying the approach
 - SACSCOC Fifth-Year Interim Report – Crawl, Walk, Run Approach – Time Permitting
- 13 Feb is the University Assessment Committee meeting. Focus is:
 - Mid-Year Assessment
 - Assessment Plan moving forward
 - SACSCOC Standard 8.1 Student Information requirements on licensure
- Our core competency assessment beta-test of Pineville HS is mechanically set up.
- ULS conference proved to be a very informative, time well spent.

Greg Handel:

- Successful UL System Conference. We had several individuals presenting, and we were represented on each session of the conference, including the MLI Group Presentations.
- Academic Deans have spent some time reflecting on the Spring Faculty Staff Institute. There will be follow-up sessions this spring, and we are already looking ahead to the Fall Faculty/Staff on-call week.
- Provosts met several times during the UL Conference. We will be continuing the conversation on the proposed changes to Admission Standards from the BoR. Provosts recommended that they start over and bring campuses into the conversation. There was also conversation about the ACT Superscore, its utilization and how it might affect TOPS and other financial aid.
- Also, at the Provosts' meeting, there is finally a draft document of what the new process will look like when the Letter of Intent (LOI) is removed from the degree proposal process. This will save time and allow us to work more efficiently.
- We are hosting the UL system Academic Summit April 2nd and 3rd.

Margaret Kilcoyne:

- Met with James Lynch, dealer owner of Marketplace Chevrolet, and discussed employment trends and the impact on our programs, and opportunities for internship and coop positions. He also agreed to serve on the advisory board.

- Met with SLCC partners to explore articulation agreements.
- Met with GDIT partners to explore opportunities for growth, discussed employment trends and the impact on our programs.
- Met with potential football recruit Monty Johnson and his parents on Saturday at basketball game.
- Hosted the ProStart members on campus last Thursday and Friday.
- Will host the District FBLA Conference on Friday, February 7, 2020, beginning at 8:00 a.m. Over 700 potential students will be on campus so great recruiting opportunity.
- Will host resume review day for School of Business students and provide constructive feedback for consideration. February 4th, Dr. McCoy from GDIT will give an information session with resume suggestions to students at 9:30 in Russell 107. Please urge your students to attend.
- Continuing our NSU Coding Outreach and Tech Clinic with the local library and school systems.
- Will host the LCPA group on February 5th – Dr. Aldredge and the Accounting faculty have been working with the LCPA group and they will be coming to campus to present at 12:00.
- Congratulations goes out to Dr. Marcia Hardy and her previous MGT 4300 class! Thanks to their work, the City of LeCompte will be including the NSU logo on their sign. Great work on that project!
- February 14th – Dr. Parker has work with Mr. Ron Martin to set up some experiential opportunities for our students.

Fran Lemoine:

- We were proud to be represented at the ULS For Our Future Conference by 11 faculty/administrators from Biological and Physical Sciences; CAPA; Criminal Justice, History and Social Sciences; English, Foreign Languages, and Cultural Studies; and the Louisiana Scholars' Colleges.
- The online Bachelor and General Studies was ranked 2nd in the country last week by onlineschoolsreport.com. This ranking was based on Student Satisfaction, Admission Rates, and the number of programs the school offers online. It also used median debt of graduates from the program, how many degrees were offered within the program's umbrella department, and what percentage of students at that school graduated from that department (retention). We scored 96% - just behind Columbia College based in Columbia, Missouri.
- **Biological and Physical Sciences:**
 - Dr. Chris Lyles was honored as one of the "4 Under 40 Award" recipients. This award is given by the Natchitoches Young Professionals (NYP) group of the Natchitoches Area Chamber of Commerce to NYP who excel in community leadership and professional achievements while maintaining involvement in their organization.
- **CAPA:**
 - Theatre/Dance
 - Hosted the Louisiana Thespian Society on campus January 24-25. Over 700 theatre students/sponsors/teachers attended and took classes/performed. Many students auditioned for NSU at the end of the event. Had SIX alumni of the program bring students!
 - New Media, Journalism, Communication Arts

- Melody Gilbert’s documentary “Love Them First” was featured on the Today Show on Monday, January 20. It also was awarded the Alfred I. duPont – Columbia University Award which honors excellence in broadcast journalism in the public service, a very prestigious award in journalism. Melody was in NYC last week to accept this award with her fellow teammates from Minneapolis.
- Last month, the CRC approved curriculum changes for the Department’s Strategic Communications concentration. This approval wraps a two-year process of streamlining the major, giving students more flexibility in their programs/ concentrations and revising course offerings to a point where they are more in line with industry standards in professional communications.
- **Engineering Technology:**
 - Dr. Al Sharab, Professor Adam Jannik, and student Aura Hernandez attended the American Society for Engineering Education – Conference for Industry Education and Collaboration meeting last week in Orlando, FL. Aura received an award for Best Poster and Dr. Al Sharab was recognized for best session (on Training and Workforce Development).
- **Mathematics:**
 - A note about the success of the math co-requisite program:
 - For MATH1020/1021 – 202/233 (87%) passed with grade of C or better
 - For MATH1035/1036 – 33/36 (92%) passed with grade of C or better
 - Special thanks to Melissa Kelly for coordinating this co-requisite program

Kim McAlister:

- Proud to report that 10 GCEHD faculty from 4 academic units (School of Education, Health and Human Performance, Psychology, and Social Work) attended the ULS conference. Additionally, there were 4 presentations led by GCEHD faculty, including one on cross-discipline research.
- The first meeting of the ad hoc University Office Hours committee is meeting this Tuesday, February 4. Dr. Handel and Dr. McAlister met with Faculty Senate president, Dr. Thomas Reynolds in early January to establish protocol. Five members of the committee will be senators (one from each college and one from FS leadership). The remaining five members will be named by Academic Deans (one from each college) and I will serve as the final member. Goal of this committee is two-fold: to increase flexibility for NSU faculty, and to increase responsiveness to NSU students.
- Three Superior Graduate School Scholarships are being submitted today to the Board of Regents for consideration to match. These three graduate student scholarships in Education and Special Education consist of \$60,000 each and must be matched by BoR funds (\$40,000). This process is competitive; last year there were 62 submissions from Louisiana institutions and 10 were funded. Good luck to School of Education for matching funds!
- National Council of Teaching Quality (NCTQ) recently released 2020 Teacher Preparation Review on Early Literacy. NSU’s programs received grades of A (undergraduate) and B (alternate certification). Congratulations!
- LA GearUp has another BIG event occurring this week: Art Expo will occur on Thursday, February 6. We are expecting approximately 200 students from LA GearUp parishes to experience a “day in the life of an artist.” Students will complete two projects (one 2-D and the other 3-D) during

the experiential workshops. This event is coordinated by Executive Director, Steve Gruesbeck, Scott Burrell (CAPA), and Leslie Gruesbeck (CAPA).

- Educators Rising state conference will occur on the NSU campus on February 19, 2020. Over 300 students are registered to participate. Jessie Church, SOE is coordinating this event.
- The Endowed Professorship recipients within GCEHD will showcase their research at the first “Voices of Influence” event to be held on March 3 at 4:00 p.m. All EP recipients are invited to give a 5-minute “TED talk” about their work, using EP funds. We are excited about this event and invite all to attend.
- Dr. John Dollar had surgery in early January and is now on extended medical leave. Dr. Kim McAlister will serve as interim department head in his absence.

Drake Owens:

- External Affairs quarterly report submitted to Leadership Team highlighting recent success and accomplishments.
- Advancement staff preparing for Scholarship Banquet to be held April 2nd and Long Purple Line Induction and Flavor of Louisiana to be held April 3rd.
- Dudley Downing Graduate Scholarship and Dr. Stan Chadick Professorship in Mathematics submitted to ULS for approval.
- Working with ULS, BOR, and DOA to secure capital outlay funding for Kyser Hall replacement and Athletic Fieldhouse renovations.
- Participation in recent Committee of 100, NLAF, and NLEP meetings.
- NSU Foundation and Alumni Association board meetings held on January 31st.
- Working with Student Affairs and academic departments on retention efforts through scholarship support.
- Continued meetings with alumni and community stakeholders concerning charitable giving and public private partnerships.

Thomas Reynolds:

- The NSU Faculty Senate met on January 28. At the meeting, the Senate formed a calendar committee, appointed members to the Ad Hoc Committee on Office Hours, and discussed concerns about parking and traffic, commencement, and ULS policies related to the Faculty Handbook. The Senate will meet next on February 18.

Darlene Williams:

- EAB recruiting strategies continue and internal efforts that target recruiting of online students.
- In conversation about Leadership PD for the military.
- CompeteLA effort continues and work underway on data exchange component.
- Ongoing recruitment of new online students for summer and fall 2020.
- Preparing to host 2020 BoR eLearning Conference – April 7, 2020 – in Baton Rouge.
- ECE in consult with ITS completed multiple classroom technology upgrades.
- Recruitment of new high schools for dual enrollment continues.
- Continuing SACS dual enrollment effort.
- Continuing PD for faculty/staff and through Continuing Education – ACT Prep.

- Ongoing community engagement through TIED staff in local, regional, and state events and meetings throughout Shreveport/Bossier, Alexandria, Leesville, Marksville, DeRidder, and Natchitoches.

The next scheduled meeting will be held on **Monday, March 2 at 8:30 a.m.** in the Henderson Conference Room. The meeting dates for the first half of 2020 are as follows:

- **Monday, April 6**
- **Monday, May 4**
- **Monday, June 1**