

November December 14, 2020

## Leadership Team Meeting

### Roni Biscoe:

#### Human Resources

- Continue processing Alternate Work Requests for both Faculty and Staff for Spring 2020

#### Institutional Research

- Continued reports for various entities

#### Institutional Effectiveness

- Refer to Frank Hall's report

#### Office of IE & HR

- Response rate for Fall 2020 Evaluation of Course & Instructor was 34.67%
- Will share feedback from SACSCOC Annual Meeting attendees when compiled
- Continue to request employee participate in mandatory annual training for 2020, in particular Ethics, Preventing Sexual Harassment (PSH), and PSH for Supervisors

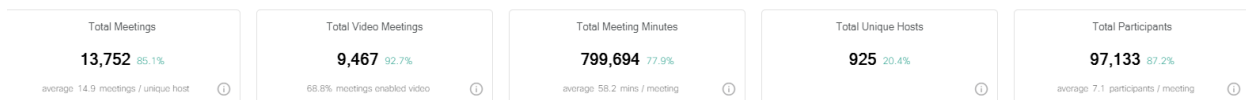
### Tracy Brown:

- Instructional Technology held site visits with vendors for classroom upgrades for hyflex delivery.
- Continue to work with CLV and the University on the resident hall network.
- Continue to work on laptop deployments to faculty and staff.
- Collaboration tool usage.

#### Microsoft Teams Usage – Past 90 Days



#### Cisco WebEx Usage – Past 90 Days



### Greg Burke:

#### General

Football scheduling – 2021, 2022 and 2024 complete with signing of Tulsa for first game in 2024. Need one game in 2023 and have two already scheduled in 2025.

- COVID
  - Testing
    - Women's Basketball two-week shutdown
    - Game attestation forms for non-conference games
  - Event Guidelines
    - First home game on December 6
    - Doubleheader on December 12

- Travel
- Potential change in conference schedule (January-March) being discussed
- Facilitating Sports Performance Center project
  - Communication with former Demon/NFL player
- Personnel
  - Beginning process to replace retiring business manager
  - Assistant Strength and Conditioning Coach vacancy (left for head coach job at Division I school)
  - Assistant Facilities/Events Director took another job on campus (GA will replace for spring semester)
  - Assistant Athletic Director for Development/Engagement positions being accepted; position paid by Demons Unlimited Foundation
  - Assistant Baseball Coach leaving for another opportunity
- Successfully hosted LHSAA State Cross Country Championship Meet November 16-17
- OCR Review Zoom Meeting with other athletic staff members
- NSU Mentor Program meeting with Jerona Washington
- N-Side View
  - Burke – speak
  - Taitano – video board/sound
  - Doty – facility prep
- Meeting with video integrator concerning athletic video platform
- Athletic Department Meeting
- Meeting with Elite Broadcasting in anticipation of start of basketball broadcasts
- Southland Conference Track Coaches’ Zoom Meeting (Burke is AD liaison for that group)
- Planning details for LHSAA Prep Classic Football Championships – nine games at Turpin Stadium from December 27-30.
- Oversight/guidance for Demons4Equality student-athlete group
  - Participation in community MLK events on horizon
  - Introduce “honorary chairs” in January
- Replacement of Turpin Stadium turf for 2022 season
  - Design
  - Cost estimate
  - Potential sponsor
- Meetings regarding potential loss of Southland Conference members to the Western Athletic Conference
- Adidas apparel contract RFP in progress (in collaboration with Nicholls State)
- Updates to football locker room through private funds
- Update to baseball warning track through private funds/staff labor

## **Compliance**

- Name, Image and Likeness (NIL): Preliminary legislation has been drafted in preparation for January 2021 vote (to become effective August 2021).
- Uniform One-Time Transfer Legislation: Preliminary legislation has been drafted in preparation for January 2021 vote (to become effective August 2021).
- NCAA Recruiting Dead Period has been extended through April, 2021.
- Initial signing day for all sports other than football occurred in November, with signings occurring in Baseball, Men’s Basketball, Women’s Basketball, Soccer, Softball, Tennis and Volleyball.
- Football early signing day, as well as mid-year JC transfer signing day, to occur on December 16.
- Regular signing day for football will be on February 3.

## External Relations

- Setting up Zoom interviews for Asst AD for Development
- Working on LHSAA Football Games To Do's: Videoboard graphics, credentials, suites, staffing, webpage, etc.
- Packing & Delivering Donor Christmas Gifts
- Creating Videos/Advertisements for Streaming & Social Media (i.e. ALL IN Ticket, Fan Cutouts, Baseball/Softball Tickets, etc.)
- Continuing to onboard two new employees: Candler Harris & Nathan Razo
- Working with Nathan to implement sponsor fulfillment, signage, and marketing elements related to sponsorships
- Resuming plans for N-Club Hall of Fame Ceremony and touching base with all inductees to collect videos, ticket needs, hotel needs, etc.
- Giving Tuesday total raised was: \$23,631
- Added \$16,000 to the Walter Ledet Scholarship this week
- Working with you to redevelop Sports Performance Center presentations and schedule meetings with potential donors

## Facilities/Events

- New COVID protocols for basketball games
  - 12-foot space around benches and scorer's table dedicated entrance/exits for officials, teams, Tier 2 protocol, and media
  - Changed the student bleacher setup for band
  - Altered locations for Cheer, Pom, Dazzlers
  - Cleaning before and after arrival/departure for all people coming to games
  - VIP area moved to east side
  - No access to court or in from the doors to the court
- -Luke Cabell is an emergency hire to fill Chance Creppel's spot for the spring
- -Jillian Palmer will be joining us in January to fill Luke Cabell's spot as GA
- -We have three quotes to replace all the windscreens damaged by Hurricane Laura, but there is a sizeable difference between cost and what insurance is covering
- -We must decide if we will replace a section of backstop netting at baseball as well. It was damaged by there is a sizeable difference between insurance and cost
- -Trying to plan and prepare for all events in the spring. At this point, we do not have a single weekend from February until Easter without a home contest of some kind
- -Elevator install is in the process for Turpin Stadium.

## Academics/Student-Athlete Development

- SAAC collecting donations for M\*A\*S\*H Toy Drive.
- A huge THANK YOU to all faculty and staff who helped us achieve an 89% NCAA Graduation Success Rate. Truly a team effort by everyone at the university.
- Fall Graduation Stole Ceremony allowed us to honor a few of our student-athlete graduates who were able to attend. All others will receive their stole to wear before they walk in graduation.
- Compiling final grades and NCAA satisfactory progress reports to verify eligibility for spring semester.
- Welcoming new Academic Coordinator/ Director of the Enhanced Academic Program in January - Taylor McFall; previously working in a similar role at Louisiana Tech.
- Continuing to work with student-athletes and Department Advisors to make necessary adjustments to Spring class schedules.

### **Frances Conine:**

- Thanks to all Student Experience staff for their hard work and willingness to make quick changes during the fall 2020 semester.
- Special thanks to Annette Allen and Carla Walker and her staff for their work in getting information out on COVID quarantines
- SGA looking at a new Student Concerns platform for 2021
- Leadership NSU planned for late January 2021. Will be delivered ftf and virtual.
- OCR complaint response returned to OCR. Thanks to Dana Clawson, Reatha Cox, and Randi Washington
- New student orientation for spring planned ftf. Those who cannot attend will be assisted individually
- Offices updating websites and phone messages
- Everyone working hard for spring enrollment. Asking colleges to help enroll fall students for spring 21
- Most students have gone home therefore COVID #s are steadily dropping.
- Health Services will offer COVID test to anyone (students, faculty and staff) during the spring return to campus. Details to follow.

### **John Dunn:**

- Discussion of several topics, including Coronavirus protocols, plans for Spring 2021 and Fall 2021 semesters, issues of salary compression and the senate being involved in tangible action.
- A resolution was passed for faculty who wished to “opt-out” of their student evaluations being used as a part of the administrative evaluative process. In its place a self-reflective statement will be submitted by the faculty member.

### **Frank Hall:**

- SACSCOC Annual Conference was beneficial with lots of good useful information.
- Mid-Year Brief slide shells will be distributed on 5-6 Jan 2021. Please return on 3 February 2021.
- The Mid-Year Brief will be disseminated no later than 10 March 2021 (paper). We will have a Strategic Planning Team Meeting that day.
- The next Strategic Planning Team Meeting is 10 February 2020. The focus is on those SACSCOC Fifth-Year Requirements in blue below. Each will be reviewed and have the Step 1 Outline presented. Those red requirements will be introduced on 10 March 2021 and have the Step 1 Outline presented on 10 February 2021.
  - Discuss R10.9 – VP TIED/Provost
  - Discuss CR12.1 – VP SE
  - Discuss R12.4 – VP SE
  - Discuss R13.6 – VP SE??
  - Discuss R13.7 – Dir. University Affairs
  - Discuss R13.8 – Dir. University Affairs
- On 11 February 2021, the University Assessment Committee and University Core Competency Coordinators will meet to discuss the AC 2020-2021 mid-year report format and the progress made regarding the assessment of core courses at Pineville High School.
- All Student Achievement data is due on 1 February, allowing a 12 February website update.

### **Greg Handel:**

### **Joel Hicks:**

- Ashley Briggs has been working on converting the recognition ceremony into the graduation ceremony and ensuring students receive their graduation t-shirts, etc. on graduation day.

- CON received substantive change approval for BS to BSN program from CCNE. Dr. Anna Morris, Non-Traditional BSN coordinator, was largely responsible for writing the change paperwork and did fabulous job.
- Today I am meeting with Willis Knighton hospital as representative from academe for their upcoming nurse residency program.
- Tomorrow Dr. Badeaux and I are meeting with Rapides and Cabrini to obtain funding for BSN to DNP-NA student stipends.
- Dr. Hicks has been excelling in the transition process.
- Nurse Capitation Funding application for Fall 2020 was submitted today.
- Waiting on COA to give us the date for on-site visit in Spring, 2021.
- Our CONSAH statistician, Joe Andary, is planning to retire. The position is crucial for our DNP program and needs to be filled.
- Dr. Morris is spearheading a service-learning trip and meals for student athletes.
- 10. Dr. Morris working with CONSAH faculty to provide meals for NSU basketball team while the NSU cafeteria is closed.

### **Nicholas Hopkins:**

- The Senate elected Connor Donaldson to serve as interim Treasurer until the next Student Body election is held in the Spring
- SGA Cabinet is in the process of planning Leadership NSU which will include in-person and hybrid speakers
- SGA approved a grant for the NSU Food Pantry through the SGA Grants Program
- We will host “Meet Your Senator Day” on the first Monday of the semester on Keyser Brickway
- Purchased a Wreath and passed a resolution in memory of NSU Student, Wyatt Ricks

### **Pat Jones:**

- **Student Accounting** Since our last meeting Student Accounting has had several changes. With Emily Posey’s move to Internal Auditor, Bethany Straub was promoted to Associated Bursar and Lincoln DeBlieux has moved from the Dual Enrollment Office to take over Bethany’s previous position as Assistant Bursar. We wish Emily the best in her new position and welcome Lincoln to Student Accounting.

Student Accounting is currently testing the Spring rate table and plan to print student bills this Thursday 12/17. If anyone has any questions, please contact Dawn Eubanks.

- **Payroll** Thanks again to everyone on the Leadership team for their continued assistance with the Time and Attendance implementation.
- **Purchasing** State Purchasing has issued several revisions to the purchasing regulations. Last week Dale met with the Purchasing Directors from the ULS system universities. This group is trying to keep the system schools’ policies as uniform as possible so we are reviewing this group’s plans and will have revised policies in January.

### **Jennifer Kelly:**

#### **Dale Wohletz, Physical Plant:**

- Turpin Stadium Elevator: Electrical, and A/C and installed. All Switches and conduit installed. Wire pulled but not ready for the new elevator. A/C hardware is installed. Units are not working yet. Contractor will be on campus after the first of the year to begin the elevator removal and replacement.

- Demo of Dodd hall: Regional construction won the bid. Contracts were sent to Regional this week to be signed and returned to FP&C. Demo should begin in January.
- Caspari Street redo: Final plans have been submitted to FP&C. No bid date has been set yet.
- Sam Sibley Drive overlay: Starting from Student Union going to Print Shop exit drive. Had first meeting with FP&C and the designer. Project is 120 Days . 80 design days 40 construction. Plans due April 10. This will be a May- June construction time.
- Chic Fil crossing sign: New signpost and controller ordered. Vendor said 6-8 weeks lead time.
- Bienvenu Hall Generator: Had Precision generator come service and check the generator. This service the low temp freezer in case of power failure.

**Julie Powell, EHS & Plant Services:**

- EHS
  - Working with Sedgwick and FEMA on insurance claims from Hurricane Laura.
  - EHS will send out a High-Risk Blood Borne Pathogen training link and signature page to employees that are required to take this course annually. The link will go out this week, only to those required to take the training. (Maintenance workers, Police, Athletic Trainers....)
- Plant Services
  - Property Control will send out LPAA's Annual Inventory lists to university departments when we return from Christmas break.
  - Tiffany is working with Emily Posey, Dale, Juddy (and Jennifer) on an internal audit for access control. She is in charge of keeping the database updated once Juddy completes orders and turns in the signed and completed paperwork to her. (She doesn't do anything on the front end of the process.)
  - We hope to receive the candidates' resumes for the Central Receiving position this week and start interviews as soon as possible so that we can have someone in place early in January.

**Mead Goings, Grounds:**

- Set up clean up state cross country track
- N side view clean up
- Order poinsettias for president home. Pick up and set out Monday 14
- Patched potholes
- Repair parking lot
- Service trash cans
- Trapping skunks
- Started winter pruning
- Started winter fertilizer

**Craig Vercher, University Police, and Jon Caliste, University Safety & Compliance:**

- We have released our Annual Security report for every campus this week and have completed our data entries into the Department of Ed website. A comprehensive review was conducted before the posting of any data to ensure that the proper count matched and that there were no errors in the statistical reporting.
- In addition, we are finalizing our end of the year training to ensure that our officers are compliant with state training hours and standards. The remaining trainings include firearm recertification.
- We are in the midst of preparing for the graduation ceremonies that are upcoming ensuring that the officers have the equipment and that they are aware of the challenges that they may face during the ceremonies and methods and verbal tactics to use to deescalate situations that may arise.

- Similarly with the addition of the High School Championship playoff that is coming in late December we are ensuring that we have the personnel needed for the event, as well as determining what additional resources or measures that may be needed are available for the event.

**Stephanie Dyjack, Campus Living Villages:**

- **Leasing**
  - -Sent email to current residents regarding graduation, spring nursing clinicals, student teaching, internships and resignation.
  - -Processed 49 Lease Cancels.
  - -Leased to Spring Applicants 81 deferred Fall apps.
  - -Conducted Resident Satisfaction Survey to 240 residents. Questioned ratings of unit, staff, maintenance, amenities, reason for choosing accommodation, program interests, etc...
  - -Grace Hill Vision 2020 Trainings Completed – Customer Service, Resident Retention, Building a Team Culture, Make Ready Process, Preventing Workplace Violence and Safety Series: Proper Lifting and Moving, OSHA Recording, Preventing Slips, Trips, and Falls
  - -CLV Online Learning Ransomware & Cybercrime, Malware & Viruses
- **Finance**
  - -Audited weekly Balance Reports from Business Affairs
  - -Contacted 452 residents with Fall balances
  - -Grace Hill Vision 2020 Trainings Completed – Customer Service, Resident Retention, Building a Team Culture, Make Ready Process, Preventing Workplace Violence and Safety Series: Proper Lifting and Moving, OSHA Recording, Preventing Slips, Trips, and Falls
  - -CLV Online Learning Ransomware & Cybercrime, Malware & Viruses
- **Facilities**
  - -Worked with NSU IT on internet infrastructure upgrades
  - -Grace Hill Vision 2020 Trainings Completed – Customer Service, Resident Retention, Building a Team Culture, Make Ready Process, Preventing Workplace Violence and Safety Series: Proper Lifting and Moving, OSHA Recording, Preventing Slips, Trips, and Falls
  - -Scheduled December visit by Architect for University Columns Fire Wall project
  - -Requesting bids for University Place Phase I roof replacement and Phase II repairs due to Hurricane Laura
  - -Scheduled December kick off meeting for University Place Phase I door and lock replacement project
  - -Executed Varnado Hall Roof drain replacement contract
  - -Began contacting vendors for University Place Phase I and II front door e-lock upgrade for 2021.
  - -CLV Online Learning Ransomware & Cybercrime, Malware & Viruses
- **Residence Life**
  - -Hosted 26 Virtual Programs
  - -Participated in tours for Nside View/Scholars Day
  - -Responded to Incident Calls and addressed policy violations
  - -Grace Hill Vision 2020 Trainings Completed – Customer Service, Resident Retention, Building a Team Culture, Make Ready Process, Preventing Workplace Violence and Safety Series: Proper Lifting and Moving, OSHA Recording, Preventing Slips, Trips, and Falls
  - -CLV Online Learning Ransomware & Cybercrime, Malware & Viruses

**Shaquille Broussard, Sodexo:**

- I have been working with Steve these last few months and will be taking over as GM come spring.
- Resident Dining hours
  - CFA- 10:30a to 7p Dec 10 - Jan 9

- Closed – December 24-27
- Close at 3:00 p.m. December 31
- Closed January 1-3
- Steak n Shake
  - 11-6 Until Dec 18
  - Reopen Jan 4
  - Looking into a steak n shake truck for LHSAA games
- Cafe Demon 7-3 Until Dec 24
  - Closed Dec 25-Jan 3
  -
- Iberville, C-store, Vic's Closed until Jan 9
  - Iberville open for Dinner Jan 9
- Resident dining will be introducing some new things come spring in hopes of increasing participation.
- Preparing for concessions for the upcoming football season

**Bruce Dyjack, University Post Office:**

- The NSU Post Office is preparing for the December season. We have ordered supplies and coordinated with the local Postal Service in order to be prepared to dispatch 1,000+ diplomas on December 19th. By working with The Registrars Office and utilizing Pitney Bowes Technology we will save NSU thousands of dollars in direct postage costs and dozens of hours of indirect costs in terms of comp time hours. Before the Thanksgiving Break, we sent out over 200 Santas for Alumni Affairs. Again, by utilizing our Pitney Bowes technology, we were able to save NSU several hundred dollars in postage costs.
- We continue to offer extended hours on Fridays to allow students to pick up packages that arrive late on Fridays. We will continue to communicate with the NSU community through a variety of methods to inform every one of our operating hours during the Winter Break.

**Jon Lentz, Physical Plant: detailed TMA report provided.**

**Fran Lemoine:**

In the COAS office we are busily clearing 221 candidates for graduation this Friday. Our faculty have done an excellent job this semester being flexible and responsive.

**Criminal Justice, History, and Social Sciences**

Collaborating with SoBPS on the RSST certificate to submit a grant to AEP, the parent company of SWEPCO.

**CAPA**

- The virtual Christmas GALA was a success.
  - Around 375 donations totalling around \$6500.
- **Music**
  - Jeff Matthews was recently invited to moderate a worldwide discussion on the music of composer Martin Ellerby.
  - Chamber Choir performed Lessons in Carols virtually on December 10.

**Engineering Technology**

- The ET Department hosted its 6th Robotics Competition and Smart Structures Show (RC&S3). Due to the pandemic, the event was delivered virtually for the first time. We want to keep the activity alive :)
- Senior Design presentations were also conducted virtually this year (Dec. 3 & 4, 2020)
- IAC Fall meeting 2020 – Dec 4, 2020



- The ET department has established a STEM activity in collaboration with Natchitoches Parish Library (NPL). Theme: To Mars and Beyond.... Two faculty members, Dr. Hossain and Dr. Chen, are taking the lead on this initiative...
- The ET department has participated in “*Post-election Outlook for Engineering Technology and How to Advocate for ET.*”

### **Louisiana Scholars’ College**

Has elected Dr. Rick Jensen Professor Emeritus.

### **Kim McAlister:**

- The first cohort of the Central Louisiana Instructional Program (CLIP) had a graduation ceremony on Monday, December 7. All members of cohort 1 are teaching in central Louisiana math or science middle school classrooms. Cohort 2 is in the midst of their coursework and residency and applications are being solicited for cohort 3.
- The School of Education completed their virtual accreditation visit for the Louisiana Department of Education this fall. The company, Class Measures, completed this visit. The SOE earned an overall score high enough that their next accreditation visit from LDOE will occur in 4 years (rather than scheduled 2 years). Class Measures evaluated the undergraduate and alternate certification programs in Elementary Education, Secondary Mathematics, and Secondary Science.
- Dr. John Dollar has announced his retirement effective June 2021. During spring 2021, John will be taking some accumulated leave. Transitioning into new responsibilities will be Cindy Davis as undergraduate coordinator for the degrees in Health and Exercise Science and Health and Physical Education. Dr. Mike Moulton will take on additional responsibilities as the graduate coordinator for the department.
- All of the academic departments have worked some hard this semester to accommodate the special needs of our students. I am so appreciative of their flexibility and nimbleness in this difficult semester.

**Drake Owens:** See Mr. Pierce’s notes

### **Curtis Penrod:**

- Last few weeks were focused on finishing the semester and handling withdrawals, students with extenuating circumstances, graduation checkout, etc.
- School of Business is pivoting to respond to AACSB report and 2020 standards with Dr. Swanstrom, Dr. Parker, and Dr. Miranda looking at items such as societal impact, strategic planning, and other changes
- Owe a debt of gratitude to the faculty who had to overcome many obstacles this semester as well as the administrative assistants who had to really handle a lot of the paperwork and other duties the last few weeks

### **Jerry Pierce:**

#### **Athletics**

- Planning details for LHSAA Prep Classic Football Championships – nine games at Turpin Stadium from December 27-30.
- Giving Tuesday total raised was: \$23,631
- A huge THANK YOU to all faculty and staff who helped us achieve an 89% NCAA Graduation Success Rate. Truly a team effort by everyone at the university.

#### **University Advancement**

- NSU Foundation and Alumni Association committee meetings are being held on a weekly basis; staff members are working closely with new and continuing board members on 2021 goals.
- Thank a donor day was held on November 5; over 2,000 hand written thank you notes were prepared and mailed to donors.

- The fall 2020 senior ring ceremony sponsored by Jostens and the NSU Alumni Association was held on November 16.
- Columns Fund annual giving drive is up year on year; over \$100k received since the campaign began in September.
- Year-end appeals for planned gifts, IRA contributions, and Child and Family Network have been mailed.
- Finalizing annual report details to be posted on website and shared with investors.
- Working with Agilon to ensure alumni database security; collaborating on procedures for semiannual data transfer and incoming updates from PCI.
- Working on details for legislative roundtables that will be held at each campus in late January/early February.

### **Marketing & Branding**

- We have gathered congratulatory videos from faculty and staff across campus, and we be putting them all together to air on social media on December 17 in co-ordination with commencement.
- Our social media ads for Gala produced over 1400 visits to the Gala landing page.
- We are expanding our digital targeted ads around the state to include the Call Me MiSTER program.

### **Public Information and Media Relations**

- Continued coverage of alumni news, student, student-athletes and faculty accomplishments throughout the semester.
- Collaborated on strategies to communicate and update website regarding continued covid policies and the upcoming series of commencement programs, including evolving FAQs and other details.
- Worked with numerous academic units, individuals and organizations on print, photo and design needs

### **WRAC**

- The WRAC will provide a group exercise class each weekday at 9am through the Holidays until the spring semester begins (this is usually a down time for our instructors-we had a couple of them volunteer to teach)
- We are moving full steam ahead to have the e-sports lounge opened In January when the students return. We have ordered all equipment and are working with IT to have ready for July 11, 2021.

### **Emily Posey:**

- I have been participating in several professional development initiatives. As a new member of the Institute of Internal Auditors (IIA) I have attended several webinars to obtain information that they have to offer.
- I have recently began the audit of the University's Procurement Card (P-Card) and Travel Card (T-Card) programs. I experienced a slight delay due to a perceived conflict of interest due to a distant relatives employment in the Travel office. We have made all appropriate disclosures and obtained permission from the State Travel Office (OST) to proceed. I plan to complete this audit mid-January.
- I am also in the process of performing an engagement pertaining to the University's Building Access and Security Controls. I hope to be finished with this soon.

### **Michael Snowden:**

- November 15 – Served as judge for the Miss Black and Gold Pageant sponsored by the Alpha Phi Alpha Fraternity
- December 2 – sponsored the National Conference on Race and Ethnicity (NCORE) Webinar “When They See Us” – Black Males Navigating Historically White Institutions
- December 8 – Meet with the Mayors Committee on the MLK celebration for next month

- December 10 – Meet with the 5-year Diversity Strategic Planning Committee. Frank Hall outlined how the plan will be used as focus area 6 for the University strategic plan in the next iteration
- December 16 – Viewing the Webinar sponsored by Diversityedu “Best Practices for Inclusive Hiring”

**Darlene Williams:**

- EAB recruiting strategies continue and internal efforts that target recruiting of online students.
- Completed market insight report for undergraduate program opportunities
- CompeteLA effort ongoing – 3 graduates confirmed for December, 2020.
- Recruiting efforts for new online students for spring 2021 is underway.
- Completed vendor walkthrough for technology for faculty, staff, and instructional areas.
- Submitted Military Friendly survey.
- Completed Civil Rights review and awaiting committee report.
- Developing MOU with Digital Media Institute for partnership on shared marketing and program opportunities.
- Attended virtual SACS conference.
- Completed marketing pieces for Ft. Polk ASN program.
- Conducted several interviews for vacant positions.
- System upgrades and system maintenance ongoing.
- Continued participation in virtual meetings and professional development.
- As appropriate, ongoing community engagement through TIED staff in local, regional and state ‘virtual’ events and meetings throughout Shreveport/Bossier, Alexandria, Leesville, Marksville, DeRidder, and Natchitoches.

**Ron Wright:**