

# DELTA STATE UNIVERSITY

## PRESIDENT'S CABINET

### *Minutes*

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**Meeting date: June 5, 2023**

**Members in attendance:** Dr. Dan Ennis, Dr. Ellen Green, Dr. Christopher Jurgenson, Dr. Eddie Lovin, Mr. Rick Munroe, Dr. Andy Novobilski, Ms. Holly Ray, Dr. Michelle Roberts, Ms. Haley Rooks, and Mr. Larry Wakefield (recorder – Ms. Claire Cole)

**Members not in attendance:** Mr. Mike Kinnison

**Guests:** Dr. Edwin Craft, Associate Vice President for Finance and Administration

**Call to Order:** A regular meeting of the President's Cabinet was held in the President's Conference Room on June 5, 2023. The meeting convened at 1:30 p.m. with Dr. Ennis presiding.

#### **APPROVAL OF THE MINUTES**

On motion by Dr. Lovin and seconded by Dr. Novobilski, all Cabinet Members present and participating voted unanimously to approve the Minutes of the Cabinet Meeting held on May 30, 2023.

#### **GENERAL OVERVIEW**

- Dr. Ennis gave an overview of the activities and events from last week. The Strategic Plan Steering Committee met for their monthly meeting. Dr. Todd Davis gave Dr. Ennis a tour of Okra Camp. Delta Council hosted their 88<sup>th</sup> Annual Meeting on Delta State's campus. The first cohort of students participating in the Agricultural Aircraft Operations Career Pathway Program graduated last week.
- Mr. Wakefield shared an update on Facilities projects. Facilities Management is working closely with the Office of Housing and Residence Life to determine their priority needs for updates this summer. Dr. Craft has researched additional ways the university can support energy management, and there may be a State program available to provide support. A few academic buildings are experiencing air conditioning issues including Delta Music Institute and the Wiley Planetarium.
- Dr. Ennis shared with Cabinet members some of the meetings and events planned for this week. Dr. Ennis will begin individual meetings with each Cabinet member and the academic deans this week. The Cleveland-Bolivar County Chamber of Commerce Board of Directors meet for their monthly meeting on Tuesday. Dr. Ennis has a meeting with IHL Board member and Delta state alumna Teresa Hubbard on Thursday, and he will attend Delta State alumnus Steve Azar's "Delta Soul Celebrity Golf and Charity Event" on Friday.

#### **CABINET TOPIC**

None

**BUSINESS**

**Action**

**Aviation Flight Fees Adjustment ..... Dr. Novobilski**

Upon the approval of Academic Council, Dr. Novobilski brought to Cabinet the request from the Department of Commercial Aviation to increase the aviation flight fees. An increase in fees is needed to offset the cost of flight operations including the cost of fuel, oil, and parts. With the increase in fees, the current surcharge will be eliminated. The Mississippi State legislature provides an earmark in appropriations to the Department of Commercial Aviation each year to help the costs remain affordable. Dr. Novobilski shared with Cabinet members the current and adjusted flight fees:

Flight Fees	Current Rate	Adjusted Rate for FY24
Cessna 152	\$115/hr	\$140/hr
Cessna 172	\$135/hr	\$165/hr
Cessna 172R TAA	N/A	\$185/hr
Cessna 206	\$200/hr	\$240/hr
Diamond DA-42	\$240/hr	\$310/hr
FTD/AATD	\$80/hr	\$95/hr
Cirrus SR20	N/A	\$260/hr
Instructor Rates	\$50/hr	\$55/hr

Despite these increases, Delta State remains considerably more affordable than our Commercial Aviation competitors, such as Auburn University and Middle Tennessee State University. Dr. Novobilski will provide the comparison in flight fees to Cabinet members.

**Motion:** Moved by Dr. Novobilski to approve the request to increase the Department of Commercial Aviation’s flight fees and seconded by Dr. Jurgenson. The motion was approved.

**Weapons policy (revised – first reading) ..... Dr. Lovin**

**Motion:** Moved by Dr. Lovin to discuss for a first reading, in bulk, the revised Weapons policy, new Undergraduate Student Orientation policy, new Hazing policy, and new Student Code of Conduct policy and seconded by Dr. Jurgenson. The motion was approved.

Dr. Lovin brought the revised Weapons policy to Cabinet for a first reading. Unless authorized by the Chief of the University Police Department, Delta State University prohibits the possession of pistols, firearms, or other weapons in any form by any person other than duly authorized law enforcement officials, institutional security officials, and other authorized persons. Students and employees are not authorized to possess weapons or firearms on institutional property or at institutional off-campus events regardless of possession of firearms permits. A visitor of Delta State University, who is permitted to carry a firearm in accordance with Mississippi’s Enhanced Concealed Carry law [Miss. Code Ann. § 45-9-101], is permitted to carry a firearm in certain public locations: Capps Archives and Museum; H. L. Nowell Student Union; Reily Health Center; Roberts-LaForge Library; Wiley Planetarium; Wyatt Center; Mayers Aquatic Center; Young-Mauldin Dining Hall; and outdoor locations. Weapons may not be permitted into instructional areas in any of the aforementioned locations. All visitors, regardless of their possession of an enhanced conceal carry permit, are prohibited from carrying weapons in all other buildings, facilities, and campus locations

including: academic classrooms, laboratories, and/or buildings; administrative, faculty, or staff offices; any classroom or area of instruction, where enrollment or a fee is paid to participate, including those in within an otherwise public building; any space requiring a ticket to an event; residence halls; patient care areas within a student health center; areas within a student health center, containing radiological source materials or flammable/combustible gases or chemicals; areas within a student health center containing confidential student and/or patient records; preschool/daycare facilities; and, areas in which student conduct proceedings are held. Cabinet members requested clarification on whether or not a taser, pepper spray, and mace are considered weapons. Dr. Lovin confirmed pepper spray and mace are considered weapons. Dr. Roberts provided feedback on the policy statement and will share additional feedback after the Cabinet meeting.

**Undergraduate Student Orientation policy (new – first reading) .....Dr. Lovin**

Dr. Lovin brought the new Undergraduate Student Orientation policy to Cabinet for a first reading. The purpose of this policy is to establish the guidelines, expectations, and procedures for conducting student orientation, ensuring all incoming students receive the necessary information, resources, and support to thrive academically, socially, and personally. All accepted students who enroll for fall or spring semester courses are required to complete an orientation program prior to or simultaneously as the term begins at Delta State. Exceptions include: a student who previously had been enrolled at the university within the last academic year; a student classified and enrolled as a Dual Enrollment/Dual Credit student; a student classified and enrolled as a Non-Degree Seeking Student; a student classified and enrolled as a Transient student; a student classified and enrolled as Post Baccalaureate student. An online or virtual undergraduate student orientation shall be offered for: students who are employed full or part time by the university in a position that is not a regular student employment or work study position; students who are participating in a fully online program; students who are participating in a pre-season athletic preparation program; students who enroll in coursework during or after the in-person orientation has occurred; students who express, prior to the start of in-person orientation in writing to the Director of Engagement and Advocacy, conflicts which prohibit the student from participation in an in-person orientation. The university shall charge a fee for Orientation, applicable to all students. The fee shall be assessed after the student has made a commitment to attend Delta State. The only exception is if the student is employed as a full or part time employee of the University, and not in a regular student employment or work study position. The fee will not be charged to the student who is an employee, but the student shall participate in the virtual orientation. The fee for Orientation is \$100. Cabinet members suggested faculty advisors or other designated staff members follow up with those students participating in the virtual orientation to ensure it is completed.

**Hazing policy (new – first reading) .....Dr. Lovin**

Dr. Lovin brought the new Hazing policy to Cabinet for a first reading. Delta State is committed to providing a safe and inclusive learning environment for all students, by creating an environment free from fear, humiliation, and exclusion. Delta State unconditionally opposes any situation created intentionally or unintentionally to produce mental, physical, psychological, or emotional discomfort, embarrassment, harassment, or ridicule. Cabinet members suggested revisions to language within the policy and reorganizing the Procedures and Responsibilities sections. Bullying and cyberbullying do not fall within the Hazing policy.

**Student Code of Conduct policy (new – first reading) .....Dr. Lovin**

Dr. Lovin brought the new Student Code of Conduct policy to Cabinet for a first reading. The Student Code of Conduct (Student Code) describes the types of acts that are unacceptable in an educational community and the general process by which they will be addressed. The President has delegated the Student Code

and its student conduct process to the Vice President for Student Affairs (VPSA). The VPSA has identified the Director of Student Life as the individual who will oversee the Student Code. Dr. Lovin and his staff have conducted an exhaustive review of the student conduct process to make the university compliant and ensure we have a codified due process for students that will be a part of this process. Cabinet members discussed the use of “preponderance of the evidence” within the policy, and the need for that jargon as it is not a legal investigation. The policy set a minimum of 24 members for the Hearing Body with the understanding not all members would be available for all hearings. A quorum for a conduct hearing shall be no fewer than four of the nine voting members required for a hearing. Cabinet members discussed the need to have less than 24 members of the Hearing Body and revising the quorum amount.

**Motion:** Moved by Dr. Lovin to approve for a first reading, in bulk, the revised Weapons policy, new Undergraduate Student Orientation policy, new Hazing policy, and new Student Code of Conduct policy and seconded by Dr. Jurgenson. The motion was approved.

**Discussion**

**Recruitment Update/Overview..... Dr. Lovin**

Dr Lovin provided an update on recruitment for Fall 2023. As of today, 1,139 freshmen and 248 transfers are admitted to the university for the fall semester. At this time last year, 770 freshmen and 197 transfers were admitted to the university for the fall semester. At this time, 517 students have enrolled in the Takin’ Care of Business process, and the Office of Admissions is working with the Registrar’s Office to ensure all students are registered for their fall courses.

**Institutional Effectiveness and Planning..... Dr. Novobilski**

The Strategic Planning Steering Committee met last week. At the advisement of Dr. Ennis, all work on the revision of the university mission statement will cease until after the SACSCOC site visit in April 2024. All efforts will be directed to the reaffirmation packet due in September. Dr. Welsh and the Strategic Plan Assessment Fellows are presenting at the Association for Assessment of Learning in Higher Education Conference in New Orleans. Dr. Dan Friedman is on campus today and tomorrow discussing First-Year Experience. Dr. Friedman is the Executive Director of University 101 Programs at University of South Carolina; he has conducted a wide-range of assessment initiatives aimed at better understanding the efficacy of the first-year seminar.

**Budget Update ..... Mr. Wakefield**

Mr. Wakefield provided an update on the FY23 and FY24 budgets. The annual operating budget for FY24 was submitted to IHL for approval by the Board of Trustees. It will be voted on at the June meeting. Mr. Wakefield and his staff prepared information on the university’s financial debt ratios for submission to IHL, and it was sent last week. Mr. Wakefield will provide an update on the FY23 budget to Executive Committee members at their meeting on Thursday.

**Nine Quotations from #9 ..... Dr. Ennis**

Dr. Ennis shared with Cabinet members nine quotations to help express his thought processes and his hopes for his presidency at Delta State.

1. Victory has 100 fathers, and defeat is an orphan. – John F. Kennedy
  - a. A team shares responsibility. Do not abandon your team in the bad times. Ask yourself, “how could I have made this a better situation?”
2. Slap on the mortar! Down with the block! Mortar. Block. Mortar. Block... The boss had said not to

worry about the mortar – chuck it over the wall. Shukhov wasn't made that way, and eight years of camp life hadn't altered him: he worried about every little detail of work – and he hated waste. Mortar. Block. Mortar. Block. The guards could have put the dogs on him now, it would have made no difference. He ran over and looked along the wall – to his left, to the right. His eye was true. Good and straight! – Aleksandr Solzhenitsyn

- a. This is an excerpt from "One Day in the Life of Ivan Denisovich." This book details a day in the life of Ivan Shukhov who is a prisoner in a Soviet labor camp. In his time at the labor camp, he is sentenced to building a wall; and, he does so without projecting anger or indifference onto the task at hand.
  - b. He did the task well, just as he would do any task. This was part of his character.
  - c. We should do all tasks well even if it isn't something we don't want to do.
3. This England never did, nor never shall, lie at the proud foot of a conqueror, but when it first did help to wound itself. – William Shakespeare
- a. Internal conflicts within an organization often make them vulnerable to outside variables. A strong team manages their internal conflicts to keep their barriers strong against external factors.
4. Whether you like it or not the millions are here, and here they will remain. If you do not lift them up, they will pull you down. Education must not simply teach work – it must teach life. – W. E. B. Dubois
- a. Dr. Ennis and all university employees are here to lift up students. If we don't lift up our students and teach them about life, it will bring the organization down.
5. What is the significance of higher education? It is a reaching out for a better state of society than now exists; it is a longing to interpret the laws of creation; it means a wish for less misery among the poor, less ignorance in schools, less bigotry in the temple, less suffering in the hospital, less fraud in business, less folly in politics; it means more study of nature, more love of art, more lessons from history, more security in property, more health in cities, more virtue in the country, more wisdom in legislation, more intelligence, more happiness, more religion. – Daniel Coit Gilman
- a. This quote is from the inauguration address of Daniel C. Gilman, the first president of Johns Hopkins University.
  - b. Gilman discusses all sectors of higher education in his address that are still relevant today. Higher Education helps people to lead better lives.
6. To the extent that professors bring passion, which has to be fundamentally rooted in a love for ideas we are able to inspire, the classroom becomes a dynamic place where transformations in social relations are concretely actualized and the false dichotomy between the world outside and the inside world of academic disappears. – bell hooks
- a. The struggles of the real world and the struggles of academia are the same. Academia is not immune to the outside world.
7. Don't retire from the world until the world will be sorry that you retire. I hate a fellow whom pride or cowardice or laziness drives into a corner, and who does nothing when he is there but sit and growl. Let him come out as I do, and bark. – Samuel Johnson
- a. If you see something wrong, speak up and be candid about your concerns.
8. We had to fill a ditch in, and then it was nothing but just a big area of beans out here, so I got a farmer friend of mine to bring his tractor, and we cut down the beans and went to work trying to carve out a baseball field. – Boo Ferriss
- a. President Ewing informed Coach Boo Ferriss a new baseball field was to be built in a new location in order for a new cafeteria to be built in the current location of the baseball field.
  - b. The location of the baseball field (current location today) was a marshy, bean field. Coach Ferriss didn't wait for anyone to prepare his baseball field; he took it upon himself to make

it happen.

- c. Dr. Ennis values supervisors that don't micromanage; however, he expects all supervisors to know their respective areas. If those areas aren't producing, it is up to the supervisor to pick up the slack.
9. I might repeat myself, slowly and soothingly, a list of quotations beautiful from minds profound; if I can remember any of them. – Dorothy Parker
- a. Dr. Ennis thinks big thoughts, as all academicians should; however, he occasionally forgets those thoughts. He doesn't take himself seriously all the time and wants to be approachable; this is to help deflate pretention.

**INFORMATIONAL/CALENDAR ITEMS:**

- Takin' Care of Business Day, June 14 and 21
- Delta State's Juneteenth Lunch and Learn, June 19, 11:30 a.m., Young-Mauldin Cafeteria Multipurpose Room
- Summer I Final Exams, June 21

**NEXT MEETING:**

- Next Cabinet Meeting – Monday, June 12, 2023 at 1:30 p.m.
- Next Cabinet Meeting Topic – TBD

**Adjournment:** The meeting adjourned at 2:58 p.m.