

# SEARCH PROFILE:

## PRESIDENT



**DELTA STATE  
UNIVERSITY** 

# TABLE OF CONTENTS

THE OPPORTUNITY	3
DELTA STATE UNIVERSITY	4
ATHLETICS	8
ALUMNI	9
DIVERSITY AT DSU	9
LIFE IN CLEVELAND, MISSISSIPPI	10
LIFE IN THE MISSISSIPPI DELTA	11
ENVIRONMENT AND SUSTAINABILITY	11
THE CAMPUS	12
STUDENT AFFAIRS	12
TRADITIONS	12
ACADEMIC PROGRAMS	13
LEADERSHIP AND GOVERNANCE	17
FINANCIAL MATTERS	18
LEADERSHIP AGENDA	19
DESIRED CHARACTERISTICS	20
APPLICATIONS, INQUIRIES, AND NOMINATIONS	21





## THE OPPORTUNITY

The Board of Trustees of the Institutions of Higher Learning (IHL) and Delta State University (DSU) invite inquiries, nominations, and applications for the position of President. Delta State University is a highly regarded public institution providing a comprehensive undergraduate and graduate curriculum to over 2,500 students representing nearly all the states and 40 different countries. Dozens of degree programs on the undergraduate level provide educational opportunities in the Colleges of Arts and Sciences, Business and Aviation, and Education and Human Sciences, and in the Robert E. Smith School of Nursing. Graduate programs on the master's, educational specialist, and

doctoral levels provide advanced training in a broad range of disciplines. The University is fully accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award bachelor's, master's, specialist, and doctoral degrees. DSU's campus is located in Cleveland, in the heart of the Mississippi Delta.

The institution seeks an entrepreneurial, energetic leader who will be creative, innovative, transparent, and collaborative in advancing the mission and vision of DSU while further strengthening the University's legendary service to its students. The 9<sup>th</sup> president is expected to assume office in Summer 2023 or sooner.





## DELTA STATE UNIVERSITY – FOUNDED IN 1924

For 98 years, Delta State University has been inspired by those who desire to push traditional higher-education boundaries. The campus community cares deeply about its students by providing the best facilities and resources, award-winning faculty and dedicated staff, in-demand academic programs, and applied learning opportunities.

Acknowledging its beginning as a teacher's college, the University sustains excellence in teacher education while continuing to expand offerings in traditional as well as unique programs of study. From the core disciplines such as arts, humanities, and sciences, to unique programs such as Commercial Aviation, the Delta Music Institute, and the nationally recognized Geospatial Information Technology program, the University is committed to meeting the evolving needs of the students it serves.

DSU has purposefully worked to increase academic and student success, and position its graduates to live ethical and meaningful lives and build a better world for future generations. The University's mission guides these efforts:

*As a regional Carnegie Master's I university located in Cleveland, Mississippi, Delta State University serves as an educational and cultural center for the Mississippi Delta, emphasizing service to the Delta and contiguous counties in traditional and distance education formats. The University offers undergraduate, graduate and continuing education programs of study leading to baccalaureate and master's degrees in the Colleges of Arts and Sciences, Business and Aviation, Education and Human Sciences, and the School of Nursing, as well as the Educational Specialist degree and Doctorates in Education and Nursing Practice. Emphasis is placed on excellence in instruction, followed by*

*service and research, in the creation of a community of scholars. With special attention to small classes, a friendly environment, and a broad liberal arts foundation, the University encourages significant student-faculty interactions. Delta State provides programs and services that promote intellectual, cultural, ethical, physical, and social development. Students from different cultural, socioeconomic, and ethnic backgrounds will develop the ability to respect and value others; to develop, assess, and express their own thoughts effectively; and, to use the techniques of research and performance associated with their disciplines. (Approved by IHL, October 19, 2017)*

Likewise, the University's vision provides an overarching direction:

*Students at Delta State University will learn and grow in an environment that fosters discovery and creativity. The institution intends to be the best regional university in America as it combines a heritage of academic strength with a robust commitment to serving people and communities, particularly in the Mississippi Delta.*

Delta State University has many distinctions in the State of Mississippi and in the region.

**Affordability:** DSU is among the most affordable regional institutions. DSU offers financial assistance and student employment. Plus, there are \$0 out of state fees.

**A Place to Fit In:** DSU has a student to teacher ratio of 10:1, significantly smaller than other universities in the state. We also offer a mix of traditional and online classes giving students the opportunity to take classes that best fit their schedule.



## DELTA STATE UNIVERSITY (CONT.)

**Nursing:** DSU was rated the #1 RN to BSN program and the #2 most affordable online master's degree in nursing.

**Dela Music Institute:** The DMI features world-class recording facilities, GRAMMYTM U, opportunities with GRAMMYTM Museum Mississippi, and the traveling Mobile Recording Studio.

**Opportunities:** International students are welcomed in both undergraduate and graduate programs as full-time or exchange students. DSU provides short-term study abroad experiences that allow students to better understand the impact of culture on business.

**Aviation:** DSU is the only four-year university in the state that offers a bachelor's and master's degree in commercial aviation.

### STATEMENT OF ETHICS

Delta State University is a community of individuals – faculty, staff, and students – recognizing the institution's mission and dedicated to its fulfillment. To that end, each member of the community pledges his/her best effort. Integrity, civility, accountability, and a commitment to excellence govern behavior. Compliance with applicable laws, regulations, and policies is expected and accepted as the standard for the community.

### GUIDING PRINCIPLES

#### Commitment to Quality in Academic Programs

Acknowledging its beginnings as a teacher's college, the University sustains excellence in teacher education while also continuing to expand offerings in traditional as well as new areas of study. From the core disciplines such as arts, humanities, and sciences to unique programs such as commercial aviation and community development, the University is committed to meeting the ever-changing and evolving needs of the students it serves. It sustains quality in those programs by maintaining accreditation of all programs for which an accrediting agency exists.

#### Commitment to Learning, Scholarship & Student Engagement

Delta State provides programs that cultivate intellectual curiosity and promote scholarship among its students. Through a state-of-the-art library supplemented by a campus network of computer labs, students have access to a full range of information resources in support of learning. The University also acknowledges the importance of

student engagement as central to successful learning. Toward that end the University has dedicated its quality enhancement plan as required for regional accreditation to increased student engagement. In support of community engagement and service-learning experiences for students, the University has created an office and a faculty role to sustain those efforts.

#### Support for the Arts

Delta State recognizes the need for a vibrant creative and performing arts program for its students and the region. The renovation of Jobe Hall provides a state-of-the-art theatre facility for student productions. Through the Bologna Performing Arts Center, the Delta Music Institute, the Janice Wyatt Summer Arts Institute, and a partnership with the Delta Arts Alliance, the University ensures the preservation and enhancement of the arts throughout the region. The DSU Music Department provides concerts throughout the year. DSU also features the Mathews-Sanders Sculpture Garden with 37 large-scale sculptures spread across the campus and an additional 17 pieces in the 2022-24 Biennial competition class. The 54 sculptures is by far the largest collection in the state.

#### Encouragement of Innovation & Experimentation

Delta State endorses the principles of innovation and experimentation and makes them a part of its institutional culture. The University acknowledges the importance of an environment where students and faculty can undertake risks and experiment with new ideas.





## DELTA STATE UNIVERSITY (CONT.)

### **Respect for People & Ideas**

Delta State promotes mutual respect, teamwork, fairness, and integrity. The University is diligent in working to create a climate where students, employees, and constituents are valued and nurtured. Through an ongoing re-engineering project the University converts these principles into action.

### **Commitment to a Student-Centered Campus**

Delta State promotes a campus culture that fosters student development. From an array of student services to a nationally recognized athletic program, the University is dedicated to ensuring that the full range of student needs and interests are met.

### **Commitment to Institutional Effectiveness**

Delta State acknowledges its role as a public institution funded largely by the citizens of Mississippi. In recognition of that public trust, the University is committed to high standards of excellence with appropriate emphasis on effectiveness and productivity.

### **Commitment to Regional & Economic Development**

Delta State, in partnership with various organizations, will advance community and economic development in the Delta region to improve the quality of life and raise the educational level of its citizens. Special attention is given to collaboration with our educational partners: Mississippi Valley State University, Coahoma Community College, Mississippi Delta Community College, the Mississippi Department of Education, and the K-12 schools of the Delta. Moreover, the Delta Center for Culture

and Learning, the Capps Archives, the Center for Business Research, and the Center for Community and Economic Development provide a structure to ensure University participation in promoting and celebrating the unique heritage of the Delta while also addressing the longstanding social, economic, and cultural challenges that inhibit advancement.

### **Commitment to Health**

Delta State acknowledges the importance of physical health for its students and the region and extends its resources in support of that goal. Through undergraduate and graduate programs in nursing and preprofessional programs in the sciences, the University provides health care practitioners to serve the State. The University works as the leading partner in the Delta Health Alliance, a collaborative effort with other Delta stakeholders that conducts research and provides education on the health care needs of the region.

### **Commitment to Teaching & Faculty Development**

The quality of Delta State's academic programs is central to its educational mission. That quality is affirmed through a dedicated faculty with credentials appropriate to their discipline. The University supports high standards of quality among its faculty and maintains those standards through the Technology Learning Center, a modern faculty development office dedicated to the application of technology to teaching, and through the Kent and Janice Wyatt Faculty Development Program, a University Foundation initiative that provides resources for faculty growth.





## DELTA STATE UNIVERSITY (CONT.)

### **Commitment to Leadership**

Delta State is actively involved in providing programs that train leaders for the twenty-first century. Through partnerships with the Kellogg Foundation, Delta Council, the Delta Regional Authority, and other Delta organizations committed to advancement in the region, the University is confident it can make a difference in the quality and training of the leaders who will serve on behalf of future generations.

Delta State University has a \$175 million impact on the Mississippi Delta, the 18-county region in the Northwest part of the State of Mississippi. DSU provides a knowledge impact of \$110 million, which includes increased alumni earnings, social benefits, and cultural benefits. DSU also provides \$65 million in impact through direct and indirect spending. DSU serves as the educational and cultural center of the Mississippi Delta and is a major contributor to the region's economic prosperity, job opportunities, quality of life, and service to the community. The successes of the city of Cleveland, Bolivar County, and the entire Mississippi Delta is enhanced by Delta State University.

Recognized for excellence and value, DSU is known for its extraordinary faculty, its welcoming atmosphere, its embrace of diversity, equity and inclusion as core values, and its reputation for producing loyal alumni. DSU currently enrolls over 1,500 undergraduates and over 600 graduate students and boasts a 10:1 student to faculty ratio. DSU has 143 faculty, of which 57% are female and 27% are from diverse backgrounds. 69% of the full-time faculty are either tenured or on tenure track.

In Fall 2021, 42% of the student body came from self-reported diverse backgrounds, 81% were Mississippi residents, 62% were female, 29% were aged 25 and older, and 25% were graduate students. Within the undergraduate population, 31% were first-generation students and more than 92% received financial assistance, most receiving Pell grants. Most recent first to second year retention rate was 65.2% and the six-year graduation rate was 44%.

As a campus and community, DSU is big enough to offer 39 undergraduate programs of study and 22 graduate and professional programs of study, including five Educational Specialist and two doctoral programs, yet just the right size to make quality connections and succeed on local, regional, and national levels.





## ATHLETICS

Home to the Statesmen and the Lady Statesmen, DSU competes in 13 Division II sports sponsored by the NCAA. DSU is a member of the Gulf South Conference. The Gulf South Conference has 13 member institutions across five contiguous Southeastern states.

The Delta State University Statesmen and Lady Statesmen boast 14 national championships, 37 regional championships and 69 conference titles in their storied history. In more than 90 years of competition, no other Mississippi university has enjoyed the level of success Delta State University has achieved on the field, the court, the course, and in the pool.

The Lady Statesmen have claimed six national titles in women's basketball in the program's illustrious history. Margaret Wade guided the Lady Statesmen to the first three-peat in women's intercollegiate basketball in the mid-1970s. Lloyd Clark would pick up where Wade left off, guiding DSU to three more NCAA Division II crowns from 1989-1992.

In 2004, Mike Kinnison, a former manager turned All-American shortstop turned Statesmen skipper, directed Delta State's baseball program to its first NCAA Division II National Championship. The Statesmen football program reached the "higher ground" in 2000, as former coach Steve Campbell directed the program to the national title. Justin Whitaker in 2002 wrote his name forever in the

collegiate record books with Delta State's first-ever swimming and diving individual national championship in the backstroke, and Emanuel Fava posted DSU's second swimming national championship in the 200 IM in 2020. Fava then repeated his title in 2021 with a second straight IM title. Lucia Martelli claimed the first women's individual national championship in 2021 winning the 100 butterfly. Giulio Brugnoli was the third Statesmen to claim a national championship winning the 100 yard backstroke in 2021. Celeste Turner received the second individual championship for the Lady Statesmen with a victory in the 200 yard butterfly in 2021.

Championships are not just claimed on the field, but they are earned in the classroom as well. In the history of the CoSIDA Academic All-American Program, Delta State University ranks tenth all-time in NCAA Division II in Academic All-American honors earned. Statesmen baseball ranks fifth all-time with 30, regardless of division

DSU students cheer and fight for the green and white at Delta State with two key team players. Despite some rowdy student objections, the official athletic mascot is the respected Statesmen. He represents the stature and strength of the teams. The student-adopted mascot is the Fighting Okra, the most vicious of all vegetables. It was created in the 1980s by a band of students at Delta State and has since been strongly embraced





## ALUMNI

The DSU Alumni Association serves as a driving force in the effort to advance Delta State University. Membership in the DSU Alumni Association provides alumni with a deeper connection to the university. The Association exists to connect graduates of Delta State for continued support, fellowship, and networking across the United States.

The Alumni Association seeks to serve as a conduit through which alumni deepen their connection to DSU and works to foster pride in DSU through each alumni interaction.

DSU has over 30,000 living alumni. The Alumni Association hosts a variety of events throughout the year and raises funds that contribute to the welfare of the university and its students through the DSU Foundation.

## DIVERSITY AT DSU

In the pursuit of academic excellence, Delta State University is committed to creating and maintaining an inclusive academic community that fosters productive intellectual exchange while bridging gaps in the differences in the human experience. DSU's goal is to encourage the contributions of each individual in its learning community by providing venues for multicultural education and training in an environment of mutual respect. Through the recruitment and retention of a diverse student body, faculty, and staff, Delta State exemplifies its understanding and appreciation of the individual fabric that creates the rich tapestry of our global community.

Delta State is a cultural "mecca" that champions and celebrates the multicultural identity of the Mississippi Delta, and provides leadership and programming for the community and the region. DSU hosts the annual "Winning the Race: A Conference

on Diversity and Community"; sponsors the annual Georgene Clark Diversity Champions Awards and the Diversity Awareness Campaign. The University's Diversity Committee developed ambitious Diversity Expectations and Goals for the university and promotes an array of diversity courses offered across the curriculum.

Delta State University received one of the first grants from the LGBTQ Fund of Mississippi to apply to the Safe Space initiative on campus. The mission of Safe Space is to further safety, value, and inclusivity for lesbian, gay, bisexual, transgender, queer, and questioning people at Delta State by fostering a supportive learning and working environment. Delta State's Safe Space is part of a national training program.







## LIFE IN CLEVELAND, MISSISSIPPI

Cleveland, Mississippi is one of the two county seats and the largest city in Bolivar County, with a 2020 population of 11,199. The city is in heart of the Delta region of Northwest Mississippi, bordering the Mississippi River. Named after President Grover Cleveland, the city was chartered in 1886. The early formation of the city began in 1869 as people moved inland from the Mississippi River. The railroad ran through town and a portion of the railroad remains today.

Named by [Southern Living](#) and Smithsonian Magazine as one the best small towns in the South, Cleveland, Mississippi is home to an easy and gracious Delta lifestyle with all the shopping, restaurants, and accommodations that go with it. With a beautiful and well-kept downtown full of independent boutiques, jewelry stores, galleries, antique shops, cafes and restaurants, you and your companions can easily spend an entire day in just the downtown area. Along with the downtown, Delta State University adds a university-town vibe to the area, making Cleveland one Mississippi's best college towns, and one of the best [retirement towns](#) in Mississippi.

[GRAMMY Museum Mississippi](#), the only GRAMMY Museum outside of Los Angeles, is located in Cleveland and draws visitors from around the world

who want to learn about America's music in the birthplace of America's music. The \$13-million facility features state-of-the-art interactive displays and exhibits that are focused on the history of American music, the music industry's most prestigious award, the GRAMMY. It's fitting that the museum be located in Mississippi, as Mississippi has, per capita, more GRAMMY winners than any other state in America!

According to the King of the Blues, B.B. King, American Blues music started at [Dockery Farms](#) just outside of outside Cleveland. Often called the "Birthplace of the Blues," Dockery Plantation was home to world-famous Delta blues musician, [Charley Patton](#).

With not one, but two, of the most famous pottery locations in America located just minutes from Cleveland, the argument could be made that Bolivar County is Mississippi's Pottery Capital. McCarty's Pottery and Gardens in Merigold, and [Peter's Pottery](#) in Mound Bayou, have been drawing both domestic and international visitors for many years. The unique styling of the Delta clay, the creative craftsmanship, along with the beautiful gardens of McCarty's and welcoming vibe of Peter's, make Cleveland and Bolivar County one of the best places for pottery in Mississippi.



## LIFE IN THE MISSISSIPPI DELTA

From the rich alluvial soils caused by centuries of Mississippi River flooding to the beginnings of American Blues music, the Mississippi Delta is a truly unique cultural region. Also known as the Yazoo–Mississippi Delta, or simply the Delta, is the distinctive northwest section of [Mississippi](#) (and portions of [Arkansas](#) and [Louisiana](#)) that lies between the [Mississippi](#) and [Yazoo Rivers](#). The region has been called “The Most Southern Place on Earth” “Southern” in the sense of “characteristic of its region, the [American South](#)”, because of its unique racial, cultural, and economic history. It is 200 miles (320 km) long and 87 miles (140 km) across at its widest point, encompassing about 4,415,000 acres (17,870 km<sup>2</sup>), or, almost 7,000 square miles of [alluvial floodplain](#). Originally covered in hardwood forest across the bottomlands, it was developed as one of the richest [cotton](#)-growing areas in the nation before the [American Civil War](#). The region attracted many speculators who developed land along the riverfronts for cotton plantations; they became wealthy [planters](#) dependent on the labor of [enslaved](#)

[African Americans](#), who composed the vast majority of the population in these counties well before the Civil War.

The Mississippi Delta National Heritage Area is the land where the Blues began, where Rock and Roll was created and where Gospel remains a vibrant art. It is an agricultural region where cotton was once king, and where ‘precision-ag’ rules today. It is a place that saw the struggles of the Civil War and the cultural revolution of the Civil Rights Movement. It is the home of the Great Migration, and a land of rich culinary, religious, artistic and literary heritage.

The most popular attractions in the Mississippi Delta region include: GRAMMY™ Museum Mississippi; Gateway to the Blues; Delta Blues Museum; Emmitt Till Memorial; Dockery Farms; World Famous Mississippi Delta Pottery; Farmer’s Grocery; B.B. King Museum; World Catfish Museum; Vicksburg National Military Park; Mississippi Blues Trail; and the Mississippi Freedom Trail.

## ENVIRONMENT AND SUSTAINABILITY

Delta State University (DSU) is committed to efficient energy management and sustainability in operations. As an educational institution, DSU strives to serve as a positive example through sustainable operations and education. Efficient energy use and energy conservation efforts are important goals for the DSU campus community and should continue to be emphasized not only to save money, but also as a way to raise environmental awareness and provide educational leadership for the future.

The DSU Energy Management Committee is responsible for guiding the implementation of energy management and conservation efforts on the campus. The Energy Management Committee shall provide an annual report to the President of the university regarding the campus implementation of the Year of Green Goals and sustainability practices outlined below.

- Increase the university’s recycling rate by 25% and reduce the amount of solid waste sent to landfills by 25%.
- Adopt and achieve an appropriate model for green laboratories and reduce lab-related waste and energy use.
- Reduce campus energy consumption by 15% below the FY10 level.
- Reduce paper consumption by 25%.
- Use green cleaning products in all buildings and reduce the use of chemicals in cleaning and maintenance.
- Reduce printing and copying costs by 10%.
- Eliminate the use of Styrofoam and similar products on the campus.





## THE CAMPUS

DSU's main campus is located on 332 acres in the heart of Cleveland, Mississippi. Most of the 75 buildings on campus use a particular brick pattern of yellow, orange, and white bricks. The campus landscape has been transformed into a pedestrian-friendly environment for students, faculty, staff, and visitors. There are numerous distinctive buildings on the campus, including a large natatorium for swimming competitions, the Bologna Performing Arts Center with two theaters (one seats nearly 1,200 and the other seats 135), and the sound recording studios of the Delta Music Institute. DSU hosts a vibrant arts community that produces hundreds of events each year.



DSU has residence halls for men and women and apartments for graduate students and students with families. Approximately 30% of the student body resides on campus.

## STUDENT AFFAIRS

The Office of Student Affairs seeks to enhance the Delta State University student's experience by offering programming and services that support the student's holistic wellness. Student advocacy focuses on their academic, social, emotional, physical, cultural, moral and mental well-being.

Driven by a purpose to inspire a vibrant campus life and engaged student body, Student Affairs identifies goals of inclusive excellence; student engagement; academic, civic, and social support systems; and building collaborations across campus. This enables the Student Affairs units to optimally serve students while preparing them for success in a global community.

### Unit Priorities

- Empower students to excel academically, civically, and socially
- Foster community engagement
- Encourage Inclusive Excellence
- Advance student development
- Promote student success by fostering holistically supportive environments

## TRADITIONS

**The Okra** - A student-created mascot turned legend. Fear of the Okra may not be actual fear, but it's enough to get a crowd going!

**Cookouts on the Quad** - There seems to always be someone cooking something good on the Quad. We guarantee the entertainment will be fun and the food will be good!

**Music Everywhere** - The beautiful noise of music can frequently be heard across campus, in buildings, at every event, and even impromptu gatherings. Our talent cannot hide here.

**Springfest...and ALL other FESTS!** - Delta State & Cleveland are not shy to have a festival to bring people together for food, fun, and activity. Some festivals include Oktoberfest, Otherfest, & Crosstie Arts Festival.

### Pig Pickin...A Funny Name for a Fun Tradition

- This annual event is known for its party, cooking competition, pep rally, and football game. Pig Pickin' is the time to visit!

**Expression & Art** - Not only can our students sing, they can paint, sculpt, mold, photograph, design, and create. Delta State's beauty is enhanced with works of art from our creative bodies.





## ACADEMIC PROGRAMS

DSU's 215 full-time and part-time instructional faculty members are committed to preparing students to make a meaningful difference in the world. Of the full-time faculty, 74% hold the highest degree in their field, and 57% are female. The Fall 2021 student-to-faculty ratio was 10:1. The University offers 139 undergraduate programs. At the graduate level, the University offers 22 graduate and professional programs of study, including five Educational Specialist and two doctoral programs (Doctor of Education in Professional Studies and Doctor of Nursing Practice).

With Delta State's distinctive mix of foundational and professional programs, our emphasis on teaching and learning serves two purposes. It is outcome driven, with specific areas of study focused on preparing our students to pursue studies in graduate or professional schools or to excel in real-world workplaces. It also encompasses the practices of critical thinking and intellectual exploration that will empower students to "teach themselves" in every sphere of life, long after graduation.

### UNDERGRADUATE PROGRAMS

[www.deltastate.edu/admissions/majors/](http://www.deltastate.edu/admissions/majors/)

- Accountancy (BBA)
- Art (BA)
- Art (BFA)
- Aviation Management (BCA)
- Aviation Management (BAS)
- Biology (BS)
- Business Administration (BAS)
- Chemistry (BS)
- Computer Information Systems (BBA)
- Digital Media Arts (BFA)
- Elementary Education (BSEd)
- English (BA)
- English Education (BSEd)
- Entertainment Industry Studies (BS)
- Environmental Science (BS)
- Family and Consumer Science (BS)
- Finance (BBA)
- Flight Operations (BCA)
- General Business (BBA)
- Geospatial Analysis and Intelligence (BAS)
- Health, Physical Education and Recreation (BSEd)
- Health, Physical Education and Recreation (BS)
- Healthcare Administration (BBA)
- History (BA)
- Interdisciplinary Studies (BSIS)
- Management (BBA)
- Marketing (BBA)
- Mathematics (BS)
- Mathematics Education (BSEd)
- Music (BA)
- Music (BM)
- Music Education (BMEd)
- Nursing (BSN)
- Psychology (BA)
- Social Justice and Criminology (BSJC)
- Social Studies Education (BSE)
- Social Work (BSW)
- Speech and Hearing Sciences (BS)
- University Studies (C2C) (BUS)



# ACADEMIC PROGRAMS (CONT.)

## GRADUATE PROGRAMS

### Fully Online Programs

- [Integrated Master of Business Administration](#)
- [Master of Applied Science in Geospatial Information Technologies](#)
- [Master of Arts in Liberal Studies](#)
- [Master of Arts in Teaching](#)
- [Master of Commercial Aviation](#)
- [Master of Education in Counseling](#) (online synchronous)
- [Master of Education in Educational Administration & Supervision](#)
- [Master of Education in Elementary Education](#)
- [Master of Education in Secondary Education – English](#)
- [Master of Professional Accountancy](#)
- [Master of Science in Nursing](#)
- [Master of Science in Social Justice & Criminology](#)
- [Master of Science in Sport and Human Performance](#)
- [Post Master's Certificate – Nurse Educator, Family Nurse Practitioner](#)
- [Educational Specialist in Administration & Supervision](#)
- [Educational Specialist in Counseling](#) (online synchronous)
- [Educational Specialist in Curriculum and Instruction](#)
- [Educational Specialist in Elementary Education](#)
- [Educational Specialist in Higher Education](#)
- [Doctor of Education in Professional Studies](#)

- [Doctor of Nursing Practice](#)

### Traditional Programs

- [Post Baccalaureate Certificate – Health Sciences](#)
- [Master of Business Administration](#)
- [Master of Education in Secondary Education – Social Studies](#)
- [Master of Science in Natural Sciences – Biology and Physical Science](#)
- [Master of Science in Sport and Human Performance](#) (exercise physiology track)

### Low Residency

- [Master of Fine Arts in Studio Art](#)

## CENTERS AND INSTITUTES

### Extensive Scope and Outreach - Academic, Teaching, or Research

- [Center for Geospatial Studies](#)
- [Delta Center for Culture and Learning](#)

### Limited Scope and Outreach - Academic, Teaching, or Research

- [Center for Business and Entrepreneurial Research](#)
- [Center for Community and Economic Development \(CCED\)](#)
- [Center for Economic Education and Research \(CEER\)](#)
- [Center for Science and Environmental Education](#)
- [Delta Music Institute](#)
- [Janice Wyatt Summer Arts Institute](#)
- [Madison Center](#)





## ACADEMIC PROGRAMS (CONT.)

### Limited Scope and Outreach – Student, Faculty, or Community Service

- [Delta Educational Opportunity Center \(DEOC\)](#)
- [Gertrude C. Ford Center for Teaching and Learning](#)
- [Hamilton-White Child Development Center](#)
- [Small Business Development Center](#)
- [Student Success Center](#)

The University is organized academically into three academic colleges, one professional school, and graduate and continuing studies:

### COLLEGE OF ARTS AND SCIENCES

With degree programs ranging from the fine arts, humanities, mathematics, social sciences and natural sciences, our students are prepared to excel in their chosen fields of study. Our diverse disciplines teach students how to learn to think, communicate, solve problems, work collaboratively, create and inspire.

The College of Arts and Sciences is home to the Center for the Interdisciplinary Geospatial Information Technologies and the Delta Music Institute. The GIT Program is accredited by the GEOINT and the USGIF and provides in-depth education about the theory, ethics, and practice of geospatial technology. All students, whether pursuing a certificate program or their master's degrees, are required to conduct real-world work in GIT prior to graduation. The mission of the Delta Music Institute is to provide students with a broad and thorough education in the technological, creative, and business areas of the entertainment industries. DMI's program in Entertainment Industry Studies is an innovative program intended to develop a broad range of skills in audio engineering technology and entertainment

industry entrepreneurship that will give students a foundational base of knowledge for working in various entertainment industry careers.

### COLLEGE OF BUSINESS AND AVIATION

Home to eleven undergraduate and three graduate programs, the College of Business and Aviation prepares its students to adapt, think critically, solve problems, communicate effectively, utilize digital technology, and collaborate and lead across demographic and geographic boundaries.

Students may pursue an undergraduate or graduate degree in Accountancy, Computer Information Systems, Finance, Management, Marketing, Healthcare Administration, Business Administration, and Commercial Aviation and experience engaged faculty and unique opportunities that will set them apart. DSU's Commercial Aviation Program is the only undergraduate and graduate aviation programs in the State of Mississippi. Students are prepared for a variety of opportunities in the aviation industry including the airlines, aircraft manufacturing, airport management, air traffic control, military aviation, and logistics. Facilities include two hangars and aviation and instructional facilities. Training equipment includes 19 aircraft and five flight simulators.

### College of Education and Human Sciences

Students in the College of Education and Human Sciences experience support and success, exposure to diversity of people and ideas, quality University- and community-based practicum and internship experiences, and active engagement in research. The college provides transformative educational experiences through online learning and pathways for working professionals at both the undergraduate and graduate levels.





## ACADEMIC PROGRAMS (CONT.)

The exemplary faculty prepare students in Counselor Education and Psychology; Family and Consumer Sciences; Health, Physical Education, and Recreation; Teacher Education, Leadership, and Research.

The college includes the accredited Hamilton-White Child Development Center. The center enrolls children from six weeks to five years old and is staffed by a Director and 11 teaching staff. Lab students in Child Development, work study students and graduate assistants may also be assigned to work with children under the supervision of the staff.

### ROBERT E. SMITH SCHOOL OF NURSING

The Robert E. Smith School of Nursing offers five distinct degree programs: Bachelor of Science in Nursing, RN to BSN completion program (on-line), Master's in Nursing (on-line), Post-Master's Certificate (on-line), and Doctor of Nursing Practice (on-line). The academic degree programs in the college are nationally accredited by the Commission on Collegiate Nursing Education. The Online RN to BSN Program was ranked #1 in the state; the Online Master's Degree Program was ranked the #2 most affordable program in the state; and the Nursing Program overall was ranked #2 in the State of Mississippi.

### GRADUATE AND CONTINUING STUDIES

Through an extensive selection of outstanding degree and certificate programs and professional development opportunities, graduate students at Delta State University acquire the knowledge and skills for success. Graduates are prepared to impact the world in such diverse fields as arts, business, education, and nursing.

Graduate and Continuing Studies sponsors the Teach for America Summer Institute. In 1991, two years after its founding, Teach For America began placing teachers in the Mississippi Delta. In 2009, Delta State University was selected as the eighth national training location for the organization and the first in a rural area, joining Atlanta, Chicago, Houston, Los Angeles, New York City, Philadelphia, and Phoenix.

### ROBERTS-LAFORGE LIBRARY

The DSU Roberts-LaForge Library supports the mission of DSU by creating and providing access to an information-rich environment that fosters the intellectual development, diversity, and creativity of the University community. The Library provides educational opportunities which support the success of DSU students, faculty, staff, and other researchers in their academic endeavors through collections, instructional services, and emerging trends in scholarship. The Library hosts the Mississippi Delta Chinese Heritage Museum and the Dave "Boo" Ferriss Baseball Museum and the Instructional Resources Center.







## LEADERSHIP AND GOVERNANCE

### MISSISSIPPI'S INSTITUTIONS OF HIGHER LEARNING (IHL)

The Mississippi Board of Trustees of State Institutions of Higher Learning governs the public universities in Mississippi, including Alcorn State University; Delta State University; Jackson State University; Mississippi State University, including the Mississippi State University Division of Agriculture, Forestry and Veterinary Medicine; Mississippi University for Women; Mississippi Valley State University; the University of Mississippi, including the University of Mississippi Medical Center; and The University of Southern Mississippi. The Board Office, located in the Education and Research Center of Mississippi, is responsible for policy and financial oversight of the eight public institutions of higher learning. Contact information for the Board is at <http://www.mississippi.edu/board/>

Serving more than 95,000 students in an academic year, Mississippi's public universities prepare students with the knowledge and skills to be the leaders, educators, entrepreneurs and problem-solvers of tomorrow. Two-thirds of the system's students are Mississippi residents. With nearly 900 degree programs offered across the university system, more than 17,000 degrees are awarded each year. The programs available at the universities range from a wide variety of undergraduate disciplines to most professional fields. All eight universities offer master's level programs. Six have programs at the education specialist level and six offer doctoral-level programs.

Mississippi's public universities contribute to Mississippi's economy through job creation and student spending. The university system contributes more than 59,000 direct and indirect jobs to Mississippi employment. The system's expenditures generate \$2.46 billion in economic impact in the state.

### THE BOARD OF TRUSTEES

The Board of Trustees is the constitutional governing body responsible for policy and financial oversight of the eight public institutions of higher learning. The Board first assumed its duties in 1944. There are 12 board members, representing the three Supreme Court Districts. Appointed by the Governor and confirmed by the Mississippi Senate, the members serve nine-year terms. The terms are staggered so that only four members roll on or off the Board at the same time.

### THE COMMISSIONER OF HIGHER EDUCATION

The Commissioner of Higher Education is appointed by the Board and is responsible for administering the Board's policies at the eight universities in the state of Mississippi. Dr. Alfred Rankins, Jr. was appointed commissioner of higher education by the Mississippi Board of Trustees of State Institutions of Higher Learning (IHL) and began serving in this role in July 2018. As commissioner, Dr. Rankins advises the IHL Board on all matters pertaining to governing Mississippi's eight public universities and academic medical center. Dr. Rankins also supervises and evaluates the chancellor and presidents of the universities within the IHL system.



## LEADERSHIP AND GOVERNANCE (CONT.)

Prior to being named commissioner, Dr. Rankins served as the 19th president of Alcorn State University. Under his leadership, the university enrolled its largest freshman class in its history and increased the average ACT scores of entering freshmen for three consecutive years. The university achieved its highest ever ranking by College Consensus as the #7 best HBCU and #1 best public HBCU in the nation.

Dr. Rankins previously served in various roles in the IHL Executive Office, including deputy commissioner, associate commissioner for academic and student affairs, and director of academic affairs. While serving as deputy commissioner, Dr. Rankins also served as acting president of Mississippi Valley State University. Prior to his appointment at IHL, Dr. Rankins served on the faculty at Mississippi State University (MSU), where he was a tenured associate professor in the College of Agriculture and Life Sciences and extension specialist with the MSU Extension Service. A native of Greenville, Mississippi, Dr. Rankins received a Bachelor of Science degree from Alcorn State University and both Master of Science and Doctor of Philosophy degrees from Mississippi State University.

### UNIVERSITY LEADERSHIP AND GOVERNANCE

DSU's Interim President is Dr. E.E. Caston, who will serve until a new President assumes the office. Dr. Caston graduated from DSU at the Bachelor's and Master's level and has enjoyed a lifelong career in education. Dr. Caston's career began in K-12 schools in the Cleveland and Hattiesburg areas. He began his higher education career as a faculty member at William Carey University and the University of Southern Mississippi. In 1983, Caston returned to his alma mater of Delta State to serve as

the Director of Field Experiences and held a variety of administration positions, ultimately being named Dean of the College of Education in 1989. After 15 years as Dean of the College of Education, Caston retired from Delta State University. In 2011, Caston returned to higher education to serve as an Interim Provost and Vice President for Academic Affairs at the Mississippi University for Women. In 2013 and 2015, Caston served as Interim Provost and Vice President for Academic Affairs and Interim Vice President for Student Affairs, respectively, for Delta State.

Reporting directly to the President are the members of the Cabinet, including Vice President for Academic Affairs, Vice President for Student Affairs, Vice President for Finance and Administration, Vice President for University Advancement and External Relations, Vice President for Executive Affairs and Chief of Staff, Athletic Director, Academic Council representative, Faculty Senate President, Administrative Staff Council Chair, and Student Government Association President.

The Faculty Senate provides a forum and a voice for the faculty to assert its distinctive viewpoint and principles for the general welfare of the University. As duly elected representatives of the faculty, the Faculty Senate and its several Standing Committees acts on matters relating to governance, resource allocation, due process, technology, academics, research, and university planning. Together with the Administrative Staff Council and the Student Government Association, the Faculty Senate provides input to the University's Executive Cabinet through its President and through voted recommendations and resolutions.

## FINANCIAL MATTERS

DSU's operating budget for FY2021 exceeds \$70 million, of which \$21 million comes from state appropriations. External funding from research and sponsored programs totaled over \$15 million in FY 2021. The endowment is valued at nearly \$33 million. The University and the DSU Foundation invest significantly in student success.







## LEADERSHIP AGENDA

The 9<sup>th</sup> President of Delta State University will bring new leadership and vision to an institution that has enjoyed stability, robust planning, and implementation of an ambitious agenda. The next President of DSU will act boldly and creatively to address the challenges of leading a regional comprehensive institution of higher education today. The President will build upon and further strengthen the institution's ability to serve students long into the future, while simultaneously respecting the principles and values inherent in the vision and mission of the institution. The President will focus on:

- Enrollment Growth and Retention Improvement: Develop and implement ambitious short-term and long-term plans to grow the undergraduate and graduate enrollment and increase the retention rate at all class levels;
- Fundraising: Continue to grow DSU's annual fund and endowment by building the University's advancement operation and successful outcomes through outreach to and involvement of alumni, friends, foundations, and community partners;
- Shared Governance: Promote accountability to the principles of shared governance, using best practices and good faith, through active listening and transparency on the part of all stakeholders to build a shared vision for the future;
- Regional Development: Recognizing that the Mississippi Delta is a vital region of the state, prioritize the untapped educational, research, and outreach potential of the University;
- Partnerships: Further DSU's already excellent reputation in the Delta region of the state, throughout the entire state, and nationally by deepening and broadening partnerships with corporations, nonprofits, government partners, and educational institutions. Align academic offerings with regional employer needs by working outside the boundaries of the campus, including growth in 2+2 programs, experiential learning, and service to industry and regional employers;
- Campus Life and Student Experience: Encourage a high-quality student experience across the campus by providing support for student organizations and the resources needed to further enhance campus life; and
- Diversity, Equity, Inclusion, and Anti-racism: Demonstrate a lived commitment to the University's diversity, equity, inclusion and anti-racist agenda, to social justice, and to serving the under-resourced; including an unwavering commitment to further diversifying the faculty, staff and student body.



# DESIRED CHARACTERISTICS OF THE 9<sup>TH</sup> PRESIDENT

Delta State University seeks a visionary leader who will passionately “tell the Delta State story” and bring a combination of sharp intelligence, exceptional communication skills, business acumen, heart, and a winsome passion to the role. As a diverse community of learners, DSU welcomes and encourages candidates of all racial and ethnic backgrounds to apply. The 9<sup>th</sup> President will:

- Demonstrate a record of innovation, entrepreneurialism, strategic-thinking, and collaboration in prior leadership roles;
- Illustrate deep understanding of the rapid changes in higher education today and evidence the skill to lead the institution to greater success within this environment;
- Understand the need to balance presence and attentiveness to the campus communities with the need to bring DSU's messages to the outside world and to bring external resources to benefit the University;
- Have distinguished leadership success during a career with progressively broadened operational and leadership responsibilities in higher education, or success in another industry, accompanied by deep knowledge of higher education;
- Demonstrate the drive, grit, and fortitude to secure a thriving financial future for the University;
- Honor and embrace DSU's commitment to diversity, equity, and inclusion of those who have been historically marginalized;
- Exhibit servant leadership that puts students first; and
- Derive joy through participating in campus life and serving as an ambassador for the University to alumni, in the region, and with a variety of external stakeholders.
- A terminal degree is preferred.







## APPLICATIONS, INQUIRIES AND NOMINATIONS

The search for President of Delta State University is being assisted by Academic Search. Applications should consist of a substantive cover letter addressing the expectations of the University and the position of President; a written philosophy of diversity, equity, and inclusion that includes an overall framework and describes how this philosophy is realized in the candidate's professional activity, professional development, and service; a current curriculum vitae (CV); and a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate.

Applications, nominations, and expressions of interest can be submitted in confidence to [DSUPresident@academicsearch.org](mailto:DSUPresident@academicsearch.org). Although the position is open until filled, to ensure full consideration by the Search Committee, applications should be received by **January 31, 2023**. Confidential discussions about this opportunity may be arranged by contacting Dr. Bill Kibler, Senior Consultant, at [bill.kibler@academicsearch.org](mailto:bill.kibler@academicsearch.org) or Dr. Tom Shandley, Senior Consultant, at [thomas.shandley@academicsearch.org](mailto:thomas.shandley@academicsearch.org).

*Delta State University is committed to a policy of equal employment opportunity for all persons in all terms and conditions of employment without regard to race, age, color, religion, national origin, sex, gender identity, sexual orientation, disability, or veteran status.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Delta State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.