

DELTA STATE UNIVERSITY

PRESIDENT'S CABINET

Minutes

Meeting date: October 29, 2018

Members in attendance: President William LaForge, Dr. Vernell Bennett, Dr. Severine Groh, Mr. Ronnie Mayers, Dr. Charles McAdams, Dr. Billy Moore, Mr. Rick Munroe, Dr. Christy Riddle, and Mr. Jamie Rutledge (recorder – Ms. Claire Cole)

Members not in attendance: Mr. Charlie King and Dr. Michelle Roberts

Guests: Ms. Tricia Killebrew, Director, Student-Athlete Support Services
Ms. Darla Sisney, Coordinator, Academic Advising Services
Dr. Jon Westfall, Coordinator, First Year Seminar and Okra Scholars

Call to Order: A regular meeting of the President's Cabinet was held in the President's Conference Room on October 29, 2018. The meeting convened at 1:30 p.m. with President LaForge presiding.

APPROVAL OF THE MINUTES

On motion by Mr. Rutledge and seconded by Dr. Groh, all Cabinet Members present and participating voted unanimously to approve the Minutes of the Cabinet Meeting held on October 15, 2018.

GENERAL OVERVIEW

- President LaForge asked Cabinet Members to join him in wishing a happy birthday to Mr. Munroe.
- President LaForge informed Cabinet Members of the passing of Foundation Board member, Mr. Jeff Tarver. Mr. Tarver served as the Foundation Board's treasurer.
- President LaForge gave an overview of the activities and events from the last two weeks. Dr. Ajay C. Joshi, Indian Fulbright-In-Residence, gave a presentation on campus. The College of Education and Human Sciences hosted their annual Kent Wyatt Lectureship program with Dr. John Pendergrass as the keynote speaker. President LaForge attended the October IEO and IHL Board meetings. The Large Foundations Task Force has been reconstituted, and they are working diligently to find open doors for additional funding for the university. President LaForge had a stewardship visit with Mrs. Margaret Walker Hayes at her home. President LaForge attended the NCAA DII President's Council meeting in Orlando, FL at Rollins College. The new concept of E-sports was a large topic for discussion. Currently, 300,000 people are competing in E-sports around the country. Discussions are taking place to see if the NCAA wants to be involved and to help organize and structure the program. Major concerns with E-sports are the violence and denigration of women. Also, most players of E-sports are male, which creates issues with Title IX. The BPAC boasted a sold-out crowd for the John Prine performance last week. The Foundation Board met last Friday. President LaForge stated Mr. Munroe did very well in his first meeting and in presenting his expectations to the Board.
- Mr. Mayers gave an update on Athletics. The football team won their first game of the season last Thursday against Shorter University. They will play against the undefeated University of West Georgia

on Saturday. The Student-Athlete Advisory Council will host their annual Trunk or Treat event on Wednesday at 4:30 p.m. The coaches' luncheon to kickoff basketball season was held last week. The men's basketball team has a practice game against Southeastern Louisiana University this week. Mr. Mayers believes a great season is ahead for the men's and women's basketball teams. The women's soccer team secured the most conference game wins in school history this season. The cross country team competes in the conference championship on Saturday at Mississippi College.

- Mr. Rutledge gave an update on facilities projects. A ribbon cutting ceremony for Statesmen Boulevard is scheduled for Saturday, November 10 at 8:30 a.m. Zeigel Hall's ribbon cutting ceremony will take place on Friday, November 9 at 12:00 p.m., followed by a tour of the building. The construction on Young-Mauldin Cafeteria is complete, and the contractors are working to complete the punch list. Mr. Rutledge would like for Cabinet Members to tour the building next Monday. The opening day of the cafeteria is scheduled for Monday, November 26. The State is in the process of selling bonds, and Mr. Rutledge believes we will have bond money for projects by the middle of November. Delta State is working with the Bureau of Building to appoint an engineer and architect for our HVAC and roofing projects. Walter Sillers Coliseum will be the first to receive a new HVAC system and roof. The lighting project on campus will continue as soon as a plan is developed for the next location.
- President LaForge shared with Cabinet Members some of the meetings and events planned for the week. He will meet with Dr. Rose Strahan on Tuesday to discuss the Search Committee's recommendation for our new Athletic Director. President LaForge will meet with the staff of the *Delta Statement* on Tuesday. On Wednesday, he and Mr. Munroe will travel to Olive Branch and Memphis for campaign update visits with Mr. Jackie Joe Davis and Mr. Louis Baioni, and they will meet with FedEx officials afterwards for a stewardship visit. On Thursday, he will welcome employers to a listening session. Dr. McAdams stated this is the first event of this nature for Delta State. Area and state employers are invited to come and share with us what they need from our graduates in order for them to be successful in their companies. This is also a chance to see if there is anything their current employees need with regards to extra and/or specific skills that Delta State could offer through a certificate program. President LaForge continues his Faculty and Staff lunches on Thursday. On Friday, President LaForge will visit with Ms. Antoinette Malveaux of Casey Family Programs while she is on campus, and he will have a campaign update meeting with Mr. and Mrs. Danny Barfield.

CABINET TOPIC

Retention Dr. McAdams and Mr. Mayers

Dr. McAdams stated that student retention is spearheaded by the Student Success Center, and he asked Dr. Riddle to introduce their guests: Dr. Westfall, Ms. Killebrew, and Ms. Sisney. Dr. Riddle provided Cabinet Members with a PowerPoint presentation, which outlined each area of the Student Success Center and included a report on their current outcomes and next steps. The Student Success Center began co-requisite remediation last fall, allowing students to take a remedial course and the corresponding college-level course simultaneously. There are 130 students in a co-requisite remediation course for math this fall. The Student Success Center plans to collaborate with Math faculty to offer targeted tutoring sessions, led by supplemental instructors and tutors, the week of major tests, and to find external funding to hire a Math Specialist to target at-risk or struggling students. The Academic Support Lab sees 406 students per week, on average, and has offered 184 tutoring sessions since its opening on September 4. The S.O.S. Early Alert Program made great strides in Fall 2017. There were 136 students referred to the S.O.S. Early Alert Program, and 67 students passed and/or completed their course. This semester, 140 students have been referred to the S.O.S. Early Alerts Program since August. The supplemental instructors program is offering 22 courses in Fall 2018. A next step for the supplemental instructors program will be to seek external funding to expand services to more gateway courses. The newest division of the Student Success Center, the Student-Athlete Support Services, saw an increase in the overall student-athlete GPA with 3.08 for Fall

2017 and 3.07 for Spring 2018. Nine athletic teams had an overall GPA above 3.0 in Fall 2017, and eight athletic teams had an overall GPA above 3.0 in Spring 2018. Their next step is to seek funding for 2019. The Pivot program saw a 92% retention rate from Spring 2018 to Fall 2018 — 20 of 22 students returned and/or graduated. Their next step is to seek external funding to be able to provide services to more students and to look for additional volunteer opportunities for students. The revamped First Year Seminar program became mandatory for freshmen, and it will be a required course for transfer students beginning Fall 2019. The fall-to-fall persistence rate for Fall 2017 freshmen correlates with those that took FYS: 69.2% of freshmen who took FYS returned the next fall. One of the next steps for FYS is to develop an online version of FYS 300 (transfer students) for our non-traditional students. Academic Advising Services provides advising services to students with an undeclared major. Last year, 44 of 74 (59%) undeclared students declared a major during their first semester, and 75% declared a major by the end of their second semester. Their next step is to continue working with the Gertrude C. Ford Center for Teaching and Learning to offer workshops to faculty advisors and assist academic departments in maintaining academic maps. Dr. Riddle was pleased to announce Delta State's four-year graduation rate has increased to 23%, and the transfer graduation rates for two years, three years, and four years continue to rise. President LaForge stated the Student Success Center plays a vital role on our campus in helping maintain our students. Dr. Riddle stated our retention efforts are similar to universities with comparable student population sizes. Mr. Mayers presented the Halbrook Awards information that was provided to IHL. Part of this information details graduation rates of our student-athletes. The official athletics rosters for each intercollegiate athletics team for the 2013-2014 regular school year serves as the base from which percentages were calculated. Mr. Mayers was proud to report an 82.2% graduation rate of female athletes, and a 53.9% graduation rate of our male athletes. The women's basketball team boasted a 100% graduation rate.

BUSINESS

Action

Hiring RequestsDr. McAdams

In response to the Cabinet's decision that all requests to search for and fill vacant positions will be considered on a case-by-case basis by the Cabinet, Dr. McAdams brought to Cabinet positions for consideration. There are 18 open faculty positions, whose salaries have been captured to address the budget shortfall. There is no intent or request to hire any of these positions during this fiscal year. The positions presented today do not impact the salary savings identified previously to address the budget shortfall, and the requests will be to conduct a search this academic year with the intent to hire beginning August 2019 (FY20). Some faculty position searches will not be requested and will be delayed for a year, when possible, in order to reclaim their salaries again next fiscal year, if necessary. In addition, as of this date, four other faculty are leaving, either during or after the academic year, and their salaries are not a part of the salary capture amount since these positions are currently receiving a salary.

Academic Affairs Faculty Requests

Dr. McAdams presented to Cabinet Members the request to search for and hire the following: two Instructors or Assistant Professors of Art (digital media and animation); Instructor and Chair of DMI; Assistant Professor of Biology (histology and parasitology); Assistant Professor of Chemistry (organic chemistry and polymer science); Assistant Professor of Criminal Justice; Assistant Professor of Social Science; Assistant Professor and Chair of Social Work; Assistant Professor and Chair of Speech and Hearing Sciences; Instructor/Assistant Professor of Nutrition and Dietetics; Assistant Professor of Special Education; and, two Assistant Professors of Teacher Education. Dr. McAdams shared with Cabinet

Members that four of the positions are currently in the budget, including the Instructor and Chair of DMI, an Assistant Professor of Art, the Assistant Professor and Chair of Social Work, and the Assistant Professor and Chair of Speech and Hearing Sciences. Mr. Rutledge shared his concern over the faculty positions being filled with regards to how the budget for FY20 will be affected if Delta State experiences a shortfall in state funding and student enrollment.

Motion: Moved by Dr. McAdams to approve the searching and hiring of thirteen faculty positions and seconded by Dr. Groh. **The motion was approved.**

Academic Affairs Staff Requests

Dr. McAdams presented to Cabinet Members the request to search for and hire two staff positions. The first position, a Part-time Remote Sensing Lab Coordinator for the Center for Geospatial Information Technology, will be funded from the METOC grant. The second position is the Developmental Studies Specialist in the Student Success Center. This position was listed as a recaptured position for FY19. Dr. McAdams requested the university pay \$16,478 for the remainder of the fiscal year, and \$12,000 would be provided by Academic Affairs and the Student Success Center to help with the salary cost. Also, Dr. McAdams reported that two substitute teachers were hired for the Child Development Center. This was previously approved in a prior meeting.

The request for the searching and hiring of the part-time Remote Sensing Lab Coordinator was withdrawn.

Motion: Moved by Dr. McAdams to approve the search and hiring of the Developmental Studies Specialist and seconded by Dr. Riddle. **The motion was denied.**

Discussion

EAC Report CardsPresident LaForge

President LaForge presented to Cabinet the Education Achievement Council’s Report Card for Delta State. In 2010, the Education Achievement Council was created by the state legislature to bring Mississippi's educational attainment and skill levels of the working-age population to the national average by 2025. The report cards show the progress that has been made toward educational goals for each university and community college. Each report card serves as an institutional profile, and provides a public record of an institution’s enrollment, degrees awarded, college readiness, student progress, and research compared to the university system’s averages.

Additional information

- Dr. Riddle reminded Cabinet members the dates for pre-registration for Spring 2018 are November 5-9.
- Dr. Bennett announced Wednesday is the last day to register for the Homecoming parade.

INFORMATIONAL/CALENDAR ITEMS:

- Presidential Forums, November 6 (Staff-10:00am, Students-12:15pm, Faculty–3:00pm)
- Jersey Boys performance, November 8, 7:30 p.m., BPAC
- Homecoming, November 9-10
- Delta State football vs. Mississippi College, November 10, 2:00 p.m. (wear green), Parker Field. President’s Reception at 1:30 p.m., Dorgan Center.
- Thanksgiving Holidays for staff, November 22-23
- Christmas Tree Lighting, November 26, 3:00 p.m., Leroy E. Morganti Atrium
- Rudolph the Red-Nosed Reindeer: The Musical, December 4, 7:30 p.m., BPAC

- Fall Exams, December 3-6
- Fall Commencement, December 7, 10:00 a.m. and 2:00 p.m., BPAC

NEXT MEETING:

- Next Cabinet Meeting – Monday, November 5 at 1:30 p.m.
- Next Cabinet Meeting Topic – Visioning Goals #7 - #10 for FY19 (Dr. Riddle, Mr. Mayers, and Mr. Munroe)

Adjournment: The meeting adjourned at 4:13 p.m.