

**DELTA STATE UNIVERSITY  
UNIVERSITY LEADERSHIP COUNCIL**

*Minutes*

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**Meeting date: February 16, 2026**

**Members in attendance:** Dr. Eddie Lovin, Dr. Vicki Bingham, Dr. Curtis Coleman, Dr. Edwin Craft, Ms. Tameka Curry-Bryant, Mr. Peter Dean, Dr. Leslie Griffin, Ms. Tijuana Harris, Mr. Mike Kinnison, Ms. Hayden Kirkhart, Dr. Suzette Matthews, Ms. Fawn Ussery, Dr. Merideth Van Namen, Ms. Freddie Watt, and Ms. Kelli Williams (recorder – Ms. Claire Cole)

**Members not in attendance:** Dr. Joseph Childs, Ms. Sydney Pittman, and Ms. Holly Senter

**Guests:** Mr. Kelvin Davis, Mr. Murat Gur, and Mr. Ray Wolfe

**Call to Order:** A regular meeting of the University Leadership Council was held in Room 302A of the H. L. Nowell Union on February 16, 2026. The meeting convened at 1:30 p.m. with Dr. Lovin presiding.

**APPROVAL OF THE MINUTES**

On motion by Dr. Matthews and seconded by Dr. Coleman, all University Leadership Council Members present and participating voted unanimously to approve the Minutes of the Meetings held on November 11, 2025.

**BUSINESS**

**Action**

**Disaster Resistant University Hazard Mitigation Plan (revised – first reading).....Dr. Lovin**

Dr. Lovin brought the revised Disaster Resistant University Hazard Mitigation Plan to the University Leadership Council for review and approval. This document represents a five-year update of the plan including an update to buildings and land uses on campus and an update to the Hazard Identification and Risk Analysis (HIRA) sections of the plan. Delta State University's (DSU) original Disaster Resistant University (DRU) planning process began on April 9, 2009, with grant funding provided by the Federal Emergency Management Agency (FEMA) through the Pre-disaster Mitigation Grant Program. The process of updating the DSU Hazard Mitigation Plan began in 2025 and concluded in 2026. The planning process involved re-establishment of a local advisory committee represented by a cross section of faculty and staff at the University. The goal of the project and planning process was to identify specific areas in which DSU could increase its resilience to natural disasters and minimize the potentially costly impacts of natural disasters to the University. This plan represents the first step of the hazard mitigation planning process. Upon successful review and approval from FEMA and the Mississippi Emergency Management Agency, the University will become eligible to apply for FEMA Hazard Mitigation Grant assistance and other funding to financially assist in the implementation of mitigation measures outlined in the plan.

The goals of this process are three-fold. First, to provide a safer environment for the University community by implementing measures designed to protect human health and safety. Secondly, to protect the assets

of the University represent a very significant investment on the part of the taxpayers of the State of Mississippi. The final goal is to implement measures that will ensure continuity of operations and to ensure the University continues to fulfill its mission prior to, during, and after a significant natural disaster event.

The University executed a professional services agreement with Allen Engineering and Science, Inc. (AllenES) to guide the planning process. AllenES worked under the guidance of the DRU Committee. The DRU Committee is comprised of representatives from various divisions, departments, and functions of the University. The DRU provided valuable guidance and insight into University operations and the planning process and will continue to exist as an Ad Hoc committee to guide implementation of the plan.

The plan provides information related to eight natural hazards that have the highest probability of affecting the University including: earthquakes, expansive soils, drought/extreme temperatures, flooding/levee failure, hail, hurricanes and coastal storms, severe winter storms, thunderstorms, lightning, and wind, tornados, and urban fires.

Through the planning process, the DRU Committee also eliminated eight hazards that had limited or no probability of affecting the University, including: avalanches, coastal flooding and erosion, dam failure, expansive soils, land subsidence, tsunami, volcano, and wildfire.

At the request of IHL, the DRU Committee, also addressed manmade hazards , including chemical, civil disturbance and terrorism, cyber-attack, communicable disease and pandemic, hazardous materials, transport accident, power failure, transportation, pedestrian, and biking-related hazards, and other human-made hazards.

Though planning efforts focus on natural hazards, many of the mitigation strategies selected for inclusion in this Plan address human-made hazards. The plan development process resulted in the University selecting and prioritizing twenty mitigation measures designed to reduce the University's vulnerability to probable natural hazards. The mitigation measures selected and prioritized range from policy actions, to planning initiatives, to actual physical improvements to select structures and buildings on campus and are all designed to address specific vulnerabilities.

This updated plan provides information on the status of the original twenty mitigation measures and provides an updated list of current mitigation measures based on changes in development and infrastructure use on campus as well as changes in administrative priorities since development of the initial plan. Some new construction has taken place since development of the initial DRU plan. Additionally, some buildings have been repurposed. However, these changes in land use do not significantly impact the University's overall vulnerability since development of the initial plan. Additionally, although the University's overall mitigation priorities have not changed, objectives were created for each of the original goals.

**Motion:** Moved by Dr. Lovin to approve the Disaster Resistant University Hazard Mitigation Plan for a first reading and seconded by Dr. Matthews. The motion passed unanimously.

**Drug and Alcohol Free Campus and Workplace policy (new - first reading) ..... Dr. Lovin**

Dr. Lovin brought the Drug and Alcohol Free Campus and Workplace policy to the University Leadership Council for review and approval. Delta State University is committed to promoting a safe, healthy, and productive learning and working environment. This policy establishes standards of conduct, prohibited behaviors, prevention/education efforts, disciplinary actions, and resources related to alcohol and drug

use consistent with the Drug-Free Schools and Campuses Act (DFSCA), Drug-Free Workplace requirements, and applicable Mississippi law. The University implements this policy to comply with the DFSCA and associated federal guidance, the Drug-Free Workplace requirements applicable to federal award recipients/contractors, and applicable Mississippi statutes and criminal laws concerning controlled substances. Except as explicitly permitted by University policy and applicable law (e.g., authorized, regulated events where alcohol is allowed under permit/registration and by law), the following are prohibited on University property and at University-sponsored activities: manufacture, distribution, dispensing, possession, sale, or purchase of illegal drugs or controlled substances; possession, consumption, or distribution of alcohol by persons under the legal drinking age; public intoxication, driving under the influence, or conduct while impaired that endangers persons or property; misuse of prescription drugs (including use of another person's prescription); use, possession, or distribution of paraphernalia associated with illegal drug activity. Violation of these prohibitions may result in disciplinary action, including but not limited to suspension, expulsion, termination, referral for criminal prosecution, and referral to treatment.

**Motion:** Moved by Dr. Lovin to approve the Drug and Alcohol Free Campus and Workplace policy for a first reading and seconded by Dr. Bingham. The motion passed unanimously.

**Sex Discrimination and Sex-Based Harassment policy (revised – first reading) ..... Dr. Lovin**

Dr. Lovin brought the revised Sex Discrimination and Sex-Based Harassment policy to the University Leadership Council for review and approval. Delta State University expects that all members of the University community, including students, faculty, and staff, should be able to pursue their work and education in a safe environment, free from sex-based misconduct. The University prohibits discrimination on the basis of sex, which includes sex-based harassment, in its education and employment programs and activities. This policy prohibits a broad continuum of harassment on the basis of sex, including misconduct prohibited by Title IX of the Higher Education Amendments of 1972, 20 U.S. C. § 1681 et seq. ("Title IX"), by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") and Section 304 of the Violence Against Women Reauthorization Act of 2013 ("VAWA"), Title VII of the Civil Rights Act of 1964 ("Title VII"), and other applicable federal and state laws. Nothing in this policy shall affect the right of an individual to file a complaint with external law enforcement agencies, if applicable. A complaint may be filed concurrently with external law enforcement agencies and the University without jeopardizing an individual's rights to an investigation or other process. Inquiries regarding the application of this policy and the respective resolution process and procedures used to resolve complaints may be referred to the Title IX Coordinator, to the U.S. Department of Education's Office for Civil Rights, or both.

**Motion:** Moved by Dr. Lovin to approve the Sex Discrimination and Sex-Based Harassment policy for a first reading and seconded by Ms. Curry-Bryant. The motion passed unanimously.

**Authorized Software policy (revised – first reading) ..... Dr. Craft**

Dr. Craft brought the Authorized Software policy to the University Leadership Council for review and approval. Authorized software includes any software approved for use by Delta State University employees or students. This policy establishes guidelines to reduce information security risks and ensure compliance with software licensing requirements. All users granted access to DSU's information technology resources are responsible for maintaining valid licensing documentation for any software they install. Upon request, users must provide this documentation to the Office of Information Technology (OIT). This policy applies to all devices, including smartphones, tablets, laptops, and other computing resources. Violations of software copyright laws may result in civil and criminal penalties under federal and state law. These consequences may apply to the individuals and/or an departments.

**Motion:** Moved by Dr. Craft to approve the Authorized Software policy for a first reading and seconded by Dr. Bingham. The motion passed unanimously.

**Budget Transfers policy (revised - first reading)..... Dr. Craft**

Dr. Craft brought the revised Budget Transfers policy to the University Leadership Council for review and approval. In order to maintain the University's fiscal integrity, each University department/division is responsible for administering its approved budget according to University guidelines. Each University department or division will be allocated a portion of the University's annual budget based on assessed needs established during the annual budget planning process. The budget will be categorized into the following seven major object categories: salaries, wages, and fringe benefits; travel; contractual services; commodities; capital outlay other than equipment; capital outlay for equipment; and transfers. Departments are responsible for managing expenditures within the limits of each major object category to ensure fiscal responsibility and compliance with University financial regulations.

If unexpected expenses are projected to cause a department to overspend a specific budget line item, the department must request a transfer as outlined below:

- Within Travel (Account 7400): Travel is budgeted as a total under account 7400. As funds are spent, expenses are posted to the appropriate detail accounts. No transfers are required within travel accounts.
- Within Contractual Services: These accounts are budgeted by line item. If a line item shows a deficit, a transfer from another Contractual Services line item is required.
- Within Commodities (Account 7600): Commodities are also budgeted as a total. Expenses are charged to the corresponding detail accounts as they are incurred. Like travel, no transfers are needed within commodities accounts.
- Within Capital Outlay: These accounts are budgeted by line item. Any deficit must be addressed through a transfer from another Capital Outlay line item.

Requests for transfers *within* a major object can be submitted by email to University Accounting. Transfers *between* major objects (e.g., from Commodities to Travel) or *between departments* must be submitted to the Comptroller via email. Transfers between functional areas with distinct program codes (e.g., from Instruction to Academic Support) are not permitted without approval by the Vice President for Finance and may require IHL approval prior to the expense being incurred.

**Motion:** Moved by Dr. Craft to approve the revised Budget Transfers policy for a first reading and seconded by Dr. Bingham. The motion passed unanimously.

**Malware policy (revised - first reading)..... Dr. Craft**

Dr. Craft brought the revised Malware policy to the University Leadership Council for review and approval. Members of the Delta State University community are expected to perform their scholarly and scientific activities in a safe-computing environment. The university will vigorously investigate allegations of malware activity on campus that would adversely affect the academic or administrative computing environment. The purpose of this policy is to describe the responsibilities of individuals, departments and the Office of Information Technology Services (OIT) in protecting Delta State University (DSU) computer systems against malware. Malware is almost always costly to the institution through the loss of data (possibly permanent), staff time to recover a system, the delay of important work, and ransomware. This policy was revised to ensure all definitions and malware detection information are up to date. If an individual bypasses the protections put in place by OIT and data is lost, the responsibility falls to the

individual and not the University.

**Motion:** Moved by Dr. Craft to approve the revised Malware policy for a first reading and seconded by Dr. Matthews. The motion passed unanimously.

**Passwords policy (revised - first reading) ..... Dr. Craft**

Dr. Craft brought the Passwords policy to the University Leadership Council for review and approval. The Office of Information Technology is responsible for the safety and security of all software and hardware applications that are connected to the university network. To aid in the safety of computer software and hardware, this policy establishes a standard for the creation of strong passwords and protection of those passwords within the University information systems. This policy applies to all people who have, or are responsible for, an account on any system accessed on the Delta State University network, computer systems, or any software/hardware systems remote or physical that contain university data.

**Motion:** Moved by Dr. Craft to approve the Passwords policy for a first reading and seconded by Dr. Matthews. The motion passed unanimously.

**Use of Removable Media and Mobile Computing Devices policy (revised – first reading)..... Dr. Craft**

Dr. Craft brought the revised Use of Removable Media and Mobile Computing Devices policy to the University Leadership Council for review and approval. This policy establishes safeguards for the use of removable media in conjunction with Delta State University computing resources and data. Appropriate security of all removable media, whether owned by Delta State University or by individuals, is required to prevent the spread of viruses, the loss or compromise of sensitive data, and other risks to the Delta State University network. All members of the University community have a responsibility to protect the confidentiality, integrity, and availability of University information collected, processed, transmitted, stored, or transmitted on mobile computing devices and removable media. The use of such data is provided to university employees as a privilege. Improper storage or loss of such data could result in penalties both to the university and the individual employee responsible.

**Motion:** Moved by Dr. Craft to approve the revised Use of Removable Media and Mobile Computing Devices policy for a first reading and seconded by Dr. Matthews. The motion passed unanimously.

**Discussion**

- None

**NEXT MEETING:**

- Next Meeting – Monday, March 2, 2026, at 1:30 p.m.

**Adjournment:** The meeting adjourned at 1:45 p.m.