

NORTHWEST LEADERSHIP FORUM

October 1, 2020

The Northwest Leadership Forum met on Friday, October 1, 2020 at 1:00 p.m. Room 102 of the Haraway Center:

Dr. Michael Heindl, President

Mr. Jeff Horton	Dr. Matthew Domas
Dr. Tonyalle Rush	Mr. Dan Smith
Mr. Dwayne Casey	Ms. Patti Gordon
Mrs. Phyllis Johnson	Dr. Don Jones
Dr. Stephanie Mullins	Dr. Keith Reed
Dr. Carolyn Wiley	
Mary Ayers	Blake Bostick
Joel Boyles	Jared Brownlee
Katie Broadway	Brandon Casey
Jennifer Casey	Zabe Davis
Angela Dortch	Ebone Dukes
Dr. Tara Dunn	Doug Freeze
Lacey Gentry	Josh Guest
Jennifer Hale	Jere Herrington
Lekeisha Hibbler	Dr. Jeremy Isome
Dr. Parker Jones	Amy Latham
Kayleigh Mitchell	John Mixon
Lillian Morris Hilson	Liesl Mote
Lauren Murphree	Brian Oakes
Dr. Ginger Robbins	Meg Ross
Matt Sellers	Larry Shaffer
Erika Stanford	

Staff: Leslie Legendre, Recording Secretary

Guest:

I. CALL TO ORDER/REVIEW OF AGENDA

Dr. Heindl called the meeting to order and requested approval of today's agenda. Dr. Carolyn Wiley made a motion that the agenda be approved as presented. The motion was seconded by Mr. Dan Smith and carried unanimously.

II. APPROVAL OF NORTHWEST LEADERSHIP FORUM MINUTES

Ms. Meg Ross made a motion that the minutes of the Northwest Leadership Forum meeting dated June 26, 2020 be approved. The motion was seconded by Mrs. Amy Latham and carried unanimously.

III. AGENDA ITEMS – Dr. Michael Heindl, President

Dr. Heindl presented a leadership podcast 78: *Defeating the Four Enemies of Growth, Part 2* by Craig Groeschel. Below is the Four Enemies of Growth that Craig Groeschel discussed:

1. Unnecessary Complexity
 - Organizational simplicity is the antidote for complexity.
2. Unscalable Processes
 - Growth is different than scaling. Growing increases revenue or results at a consistent pace. Scaling increases revenue or results at an exponential rate.
 - To defeat the enemy of unscalable processes, create a defined, reproducible path to growth- a definable growth flow.
 - This identifies the specific drivers that contribute to the growth of your unique team or organization.
 - Examples:
 - A place to meet
 - Funds to pay for cost
 - Pastors and Leaders
 - Church attenders
 - Support systems
 - Growth drivers will often revolve around the people, processes, and economic engine of your organization. Growth drivers must be active and maturing at the same pace, if any one lags behind you won't be able to scale.
3. Unhealthy Mindsets
 - Unhealthy mindsets create unhealthy organizations.
 - Examples of unhealthy mindsets are:
 - Complacency
 - Pride
 - Risk-aversion
 - Stagnancy
 - Misinformation
 - Misjudging of reality
 - Competition
 - Disinterest
 - Distraction
 - Apathy
 - Greed
 - Cultivate a Growth Mindset
 - *The Founder's Mentality: How to Overcome the Predictable Crises of Growth* by Chris Zook and James Allen
 - *Mindset: The New Psychology of Success* by Carol Dweck
 - Mindset determines direction. Dweck outlines two kinds of mindsets: a fixed mindset that is unwilling to move or change and a growth mindset that is flexible and adaptable. A growth mindset says, "I can get better" or "I am not good at this, yet."
 - 5 mindsets of leaders and teams with healthy, successful esteem, as described in the work of Zook and Allen:
 - A bias for action
 - Bold Leadership
 - Defiant Stubbornness
 - Leaders Who Think Like Owners
 - Obsessive Focus

4. Underdeveloped Leaders

- Underdeveloped leaders or incapable leaders will eventually hold your team or group back from growth or they will be outpaced by the growth around them and be left behind.
- Listen to episode #24 *How to Develop Leaders*.
- The whole organization should be on a growth track.
- Andy Stanley says, two of the greatest words you can say to people are “you decide”.
- We are not seeking perfection; we are seeking growth.

Discussion Questions:

- What mindset needs to change organizationally? What will you do to drive a growth mindset?
- On a scale of 1-10, how strong is your leadership development culture? If it's lower than a 9, what are you going to do about it?

IV. AGENDA ITEMS – Mr. Dwayne Casey, AVP for Workforce Solutions and Career-Technical Education

A. Updates:

- CARES Act
 - Thanks to Doug Freeze, Lillian Hilson, Ruth Dunlap, Business Office, Jennifer Casey and the WIOA Team.
 - Funds will be utilized to purchase 13 Commercial Truck Driving, 14 Utility Line Worker participants paid using CARES Act funds.
 - Programs receiving equipment from CARES Act Funds – Workforce and CTE - Precision Manufacturing and Machining, Aviation Maintenance, Industrial Electronics, Welding, Line Worker, Commercial Truck Driving
 - Locations receiving equipment through CARES Act funds are Senatobia, Olive Branch, Marshall Co Workforce Training Center, Everest, Marks Project, and Concourse in Panola County
- Adult Education
 - Jennifer Williams and the AE team are doing a great job.
 - Everest will begin full day classes by the end of the fall semester.
 - Hickory Flat Ms. Melinda Joyner will be teaching evening class starting mid-October.
 - Ashland Center is currently looking for an instructor to teach evening classes.
 - Seeking new College and Career Navigator – will cover Desoto, Marshall, and Benton counties
- Utility Line Worker
 - Thanks to Doug Freeze and Workforce team, Jennifer Casey and WIOA team, and Katie Broadway.
 - There are 14 students in first class.
 - Equipment is in place
 - Credit for apprenticeship this is the first in state for credit
 - We already have an employer who plans to interview two or three students after graduation.
- Automotive Technology

- New instructor, Patrick Herrin, is a NWCC graduate and has been working in this field for 6 years with the Chrysler Dealer that he began with as an internship through Northwest.
- John Deere
 - Northwest's Agricultural Technology has the top ranking for enrollment and retention out of 16 John Deere training programs in the US.

V. **AGENDA ITEMS – Dr. Tonyalle Rush, AVP for Student Services and Enrollment Management**

A. Updates

Dr. Rush reported on the following area updates:

Registration:

Second Mini-Term:

- October 5th- 6-week Hybrid/Standard Courses Begin
 - October 19th- 8-week Online Courses Begin
 - November 12-13- Hybrid/Standard Course Finals
 - December 4-10- Online Course Finals
 - December 7- Online Winter Session Begins
- Dr. Rush has welcomed, Erica Jones, Administrative Assistant to AVP for Student Services & Enrollment Management.
 - Implementation of Blue Cross Blue Shield Exercise Equipment.
 - Phase I – Fitness Center
 - Phase II- Studio A
 - Phase III- Move Stong Outdoor Equipment
 - COVID Student Reporting Center & Appian® CampusPass App.
 - Encourage students to log in daily.
 - November 1st- Implementation of Ocelot® Chatbot
 - Refocusing Enrollment Management
 - Meeting soon- Strategic Enrollment Management Committee
 - Retention Initiatives
 - Collaboration with Instruction
 - #Independent Learning Series
 - # FinishStrong
 - Office of Recruiting
 - Virtual Application Day September 22
 - Co-Hosted the Virtual College Application Event with Get2College on September 22, 2020 with over 100 registered.
 - NWCC had the highest number of participants to attend the event.
 - Mid-South Drive Thru Job Fair
 - September 29, 2020, Landers Center from 9-5pm
 - Upcoming Events:
 - One on one information sessions every Tuesday & Thursday beginning October 1 and ends November 19th.
 - 2 pm, 3 pm, 4 pm, and 5 pm
 - Register online <http://bit.ly/3iJ6dxm>
 - Campus Tours: Wednesday & Fridays
 - By appointment only & limit of 3 per visit,

- Appointment times are 9am, 10 am, 11 am, 1pm and 2pm
 - New name for student recruiters: NW Pathfinders
 - Office of Admission & Records
 - Fall 2020 Commencement date: Friday, December 11, 2020 at 10 am and Health Sciences at 2 pm.
 - Indoor Ceremony
 - Expecting 150 students per session
 - Spring Audit was a success with no findings.
 - Office of Financial Aid
 - October 15th- Athletic Report Due
 - Interviewing for Financial Aid Advisor for Senatobia
 - Job Opening for Financial Aid Advisor in Desoto
 - Student Refunds
 - September 24th – Loan 1 went out.
 - October 7th- Pell & Loan will be released.
 - Preparing for Winter Session
 - MS 5th in Nation for completing FAFSA
 - Finishing up awarding for Fall 2020
 - FAFSA
 - Student can begin filing there 2021-2022 FAFSA October 1st.
 - Workshops beginning October each Friday
 - Tate Hall
 - 2 a month
 - One afternoon & one morning session
 - Get2College is also assisting with FAFSA with students online.
 - Student Development Center
 - COVID Reporting Center
 - Disability Services
 - 102 students currently receiving accommodations with documented disabilities- Senatobia Campus
 - Counseling Services
 - Tele-Mental Health therapy is being provided
 - Face to face therapy is being provided
 - Dr. Godfrey is now a Board-Certified Tele-Health Provider
 - Advising
 - Students are registering for second mini term courses.
 - Complete Withdrawals
 - New Process Approved
 - Student Support Services
 - Award Grant Notification for Grant Cycle FY 2020-2025
 - Tutoring- online
 - New Academic Coach: Mr. Rudy Armstrong
 - Transfer Sessions:
 - Mississippi State University: Hannah Pierce
 - September 29th- Priority Registration
 - October 1st- Coffee with Cops Live Chat
 - October 7th- Smart Money Workshop
 - October 16th- Virtual Stress Management Activity
 - Student Activities

- Motivation Monday
- Tik Tok Tuesday
- Chill Out Wednesday
- Throwback Thursday
- Cornhole Tournament
 - September 23rd
- Photo Scavenger Hunt
 - September 9th
- October 7- Painting with a twist
- October 14- Live & In Person Trivia Night
- October 21- Punt, Pass & Kick Competition
- Homecoming
 - Nominations Due- September 30
 - October 5-13- Campaigning
 - October 14-15- Voting
 - October 19- Queen Voting

VI. AGENDA ITEMS- Dr. Carolyn Wiley, AVP of Academic Instruction and Institutional Effectiveness

A. Updates

Dr. Wiley reported on the following area updates:

- Winter Schedule will be published early next week.
 - Most all General Education courses will be offered with the exclusion of Literature.
- Fall Online Exam Schedule
 - Departments will be receiving schedules for exams soon.
- Course Evaluation Schedule
 - October 20th – 30th- Full Term Courses
 - November 2nd-9th- 2nd Mini-term
 - 1st Mini-term is completed
- Program Review
 - November 17th 8 am – 12 pm
 - Cosmetology, ECE, Academic
 - Zoom or Face to Face option
- Pulse Survey
 - Theses surveys are going out to the students regularly.
 - Top concerns for students are Academic Quality, Health & Safety and Finances.
 - Students want academic support.

VII. ADJOURNMENT

There being not further business to consider, Mr. Dan Smith adjourned the meeting.