

RECEIVED

MAR 13 2017

**UNIVERSITY OF
LOUISIANA SYSTEM**

March 9, 2017

Mr. Alejandro Perkins, Chair
Board of Supervisors
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Dear Mr. Perkins:

Please accept my application for the position of President at McNeese State University. The success of McNeese is important to me on both a professional and personal level. My association with the institution spans from student to faculty member to senior level administrator. For the last sixteen years, I served effectively as provost and was mentored by two exceptional but very different visionary leaders. My experience includes working with higher education governing bodies such as the Louisiana Board of Regents, Board of Supervisors of the University of Louisiana System, the legislature, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and the National Collegiate Athletic Association (NCAA). I understand the complex nature of public service leadership and am enthusiastic about committing my energy, experience, and skills to the presidency.

I am optimistic about the future of McNeese and believe its strong academic values are the foundation for a creative new vision. The distinct and genuine caring culture that defines McNeese is my inspiration for ensuring it is recognized as a premier student centric university. My responsibilities include supervision of the faculty and staff, and I am motivated by their extraordinary dedication and teamwork to continually create a learning environment vibrant with innovative teaching and scholarly productivity. I believe these strengths are the key for productive collaboration with the region's professional and business community to ensure relevant curricula prepare students for life after college.

As provost I am accountable for nearly seventy percent of the institution's operating budget. During eight consecutive years of budget reductions, I collaborated with the President and chief financial officer to carefully develop fiscally responsible strategies designed to sustain a student centered focus, maintain an appropriately balanced fiscal position, and avoid personnel layoffs and furloughs. These successful strategies included organizational restructuring, prioritization of academic programs, refinement of essential services, and reassignment of personnel to ensure continued quality of the educational mission. Collaboration among the senior leaders who oversee the varied functional areas of the university is necessary to unify efforts, support student centered priorities, and maintain the fiscal health of the University. I gained much appreciation for the financial enterprise when I contributed greatly to McNeese's successful recovery from the challenges faced from Hurricane Rita's devastation. The recovery solidified my understanding of the resilient quality of the University community, validated its importance to the region, and strengthened my determination to see it become stronger.

My leadership style is to encourage and promote entrepreneurial and creative thinking. The academic enterprise has ventured into meaningful partnerships with the public and private sector to support its

educational mission. During my tenure as provost, I have participated in the acquisition of over \$7.4 million in grant funding to support various endeavors, including:

- The Southwest Entrepreneurial and Economic Development (SEED) Center, which is a hub for fostering economic development. The SEED Center is home to the McNeese innovation program, the McNeese Small Business Development Center, the SEED Center Business Incubator, and the SWLA Economic Development Alliance and Chamber operations and is designated as a Center for Workforce Excellence.
- The Center for the Advancement of Meat Production and Processing (CAMPP), which complements the mission of the School of Agricultural Sciences and provides students with experiential learning for meat production and harvesting. CAMPP partners with private industry to provide meat products and generates revenue to support its operations.
- The McNeese Autism Program (MAP), which provides comprehensive treatment services for children with autism spectrum disorders. The MAP also provides practical training experience for students in the applied behavior analysis program and generates revenue to maintain its services.

My long-term goal is for McNeese to reach enrollment of 10,000 students. Increased admission criteria are enhancing student retention, and graduation rates have improved by six percent since 2010. A new operational model using technological tools, image branding, and data analytics is making a difference in student recruitment. Enrollment will increase with opportunities to earn academic credentials in modern formats such as the one plus three baccalaureate degree, online learning, and other innovative curriculum pathways. Although several highly populated programs have been moved from McNeese to SOWELA in accordance with State mandates, I am pleased to report at the time of this letter the number of students admitted for fall 2017 is eighteen percent higher as compared to fall 2016.

My objective to transform the way we serve prospective and current students is coming to fruition. An ideally located building is being repurposed and renovated into a one-stop center for enrollment and financial aid services. The building will house "Student Central" where students will find up to date information about McNeese, be able to apply, meet with an advisor, apply for financial aid or scholarships, and access the multitude of services provided by the Registrar's Office. Implementation of the Student Central concept is accomplishing deliberate change and improving the way we serve students. The traditional operational silos, some of which were duplicative, are being transformed into an atmosphere of collaborative streamlined teamwork to assist students holistically in a competent, caring, and friendly manner.

I fully understand the critical importance of the fundraising factor and am committed to fundraising in partnership with the McNeese Foundation. My fundraising experience includes participation in the efforts to secure the largest gift to the McNeese Foundation (\$6 million). My ability to foster donor confidence rests with my skill to capture donor ideas and put them into institutional perspective. I believe people want to give to McNeese and am ready to assist them realize their desire to positively impact the future of McNeese through financial contributions.

Athletics is a critical part of McNeese and key to elevating its standing as a well-recognized and strongly branded regional university. McNeese boosters are passionate about Cowboy and Cowgirl competitiveness. I am an avid advocate for student athletes and athletics - a football fan who proudly rings her cowbell in any stadium that allows such. I have not missed a Cowboy football game (home or away) in 13 consecutive seasons! The accomplishments of student athletes when they represent McNeese in competition, in the classroom, and after college are a source of pride and tremendous

positive recognition for the University. Enhancing our success for winning at the conference level and competing at the national level is essential to the overall branding of McNeese.

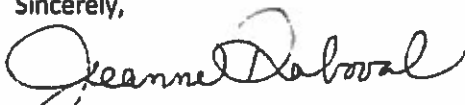
My vision for academic programming involves enhancing the science, technology, engineering, arts, and mathematics (STEAM) programs. Connecting the university to employers through experiential learning (internship) opportunities across the curriculum better prepares students for life after college. Internships provide high impact learning and weave together the curricula content with the critical thinking, communication, and teamwork skills employers seek most.

My leadership philosophy is to listen carefully, learn more, and follow through. I thrive on transparent and open communication, which often begins with listening. I welcome the challenges of building consensus among diverse thinkers and strong advocates from opposite points of view. I take the necessary time to make informed decisions, and always seek the betterment of McNeese as the end objective. I have consistently achieved among the highest job performance ratings in each role I have had at the University. From my extensive and successful senior level experience, I have cultivated a solid understanding of the complexities of the presidency as well as the transparency necessary for public servant leadership.

The satisfaction of my work comes from the ability to make a difference in the lives of students, faculty, staff, and alumni and in the community. I am indebted and grateful to McNeese for the sound education and positive opportunities it provided me and my family. My love for and commitment to the University is commonly known; I am ready to move from the responsibilities of the provost to the leadership and community advocate role required of the president.

I appreciate your consideration of my application. I can be reached at [redacted] or [redacted] if you would like more information.

Sincerely,



Jeanne Daboval

Enclosures:

- List of References
- Curriculum Vitae

Curriculum Vitae

JEANNE M. DABOVAL

EDUCATION

- 1998 Doctorate of Business Administration
Nova Southeastern University, Fort Lauderdale, FL
Major: Human Resource Management
Dissertation: *"A Comparison Between Baby Boomer and Generation X Employees' Bases and Foci of Commitment"*
- 1990 Master of Business Administration
McNeese State University, Lake Charles, LA
Major: Business Administration
Additional 18 graduate hours in Business Education
- 1979 Bachelor of Science
McNeese State University, Lake Charles, LA
Major: Business Education

EMPLOYMENT HISTORY

1988-1990 McNeese State University

- 2001-Present Provost and Vice President for Academic and Student Affairs
1997-2001 Dean of Enrollment and Institutional Planning
1994-1997 Director of Institutional Effectiveness and Academic Support
1991-1993 Faculty member in Burton College of Education and College of Business
1988-1990 Teaching Graduate Assistant in Burton College of Education and College of Business

1984-1988 American Cooperative School of Tunis, Tunisia
Accountant and Finance Administrator

1980-1983 Jeff Davis Parish School Board
Teacher, Welsh Elementary and Welsh High School

SELECTED EXAMPLES OF INITIATIVES DEVELOPED AT MCNEESE STATE UNIVERSITY

Selected Initiatives Created and Implemented

- Blue/Gold Peer Leader Program
- McNeese State University Honors College
- McNeese State University Undergraduate Research Program

- Student Central (enhanced and improved efficiency of enrollment services for students)
- Degree Works curriculum mapping for students
- Academic Signing Day
- Southwest Economic and Entrepreneurial Development (SEED) Center for Workforce Excellence
- Partnership agreements with SOWELA Community College—Cross enrollment for students to attend McNeese and SOWELA concurrently; RN to BSN transfer program; MOU for SOWELA students to access the MSU recreational complex and participate in intramurals; MOU for reverse transfer option for SOWELA students who transfer to McNeese
- LSU-E and McNeese State University course transfer articulation matrix and reverse transfer option
- Fort Polk Memorandum of Agreement
- Dual enrollment agreements with Allen, Beauregard, Calcasieu, Cameron, and Jeff Davis Parishes
- Partnership with Calcasieu Parish School Board to create the CollegePrep@McNeese program
- Restructured the academic enterprise to facilitate efficiency and collaboration among academic programs in allied health fields under the administration of the College of Nursing and Health Professions; and for engineering and computer science programs in the College of Engineering and Computer Science
- Restructured the Enrollment Management operations to facilitate recruitment, retention, and services to students
- Established the Quadrant Committee to facilitate faculty understanding of fiscal accountability in the academic enterprise
- Expanded academic program and certificate offerings to meet employer and student demands in areas such as health systems management, criminal justice, business, education, and nursing
- Created the E-Learning initiative for online programs
- Created the International Programs Office to enhance international student recruitment and retention
- Created the Exceptional Scholars Admissions Program
- Implemented the Parent Orientation Program
- Created the Pinnacle Excellence Award program

SELECTED EXAMPLES OF PROFESSIONAL DEVELOPMENT, COMMUNITY SERVICE, RECOGNITION

Selected Professional Activities

- American Council on Education-National Association of System Heads Leadership Academy, 2016-2017
- National Resource Center for the First Year Experience and Students in Transition, 2016
- Harvard Graduate School of Education, Institute for Educational Management, 2007
- State of Louisiana Blue Ribbon Commission for Teacher Quality, Governor’s Appointment, 2007

- Institutional Evaluator for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation, 1997-present
- American Association of Schools, Colleges, and Universities Summer Conference Planning Committee, 2001
- SACSCOC National Convention, Invited Forum Session Presenter 1998
- SACSCOC National Conference Planning Committee, 1998
- SACSCOC Steering Committee for reaffirmation in 1997, 2007, and 2017
- NCAA Certification Steering Committee and Report, 1995-1997, 2001, 2004-2007
- NCAA Certification Interim Report, 2001
- NCAA Certification, Fiscal Integrity Section Editor, 1997
- Statewide Council of Workforce and Economic Development Officers, 2011-present
- American Association of Colleges and Universities (AACU) presenter, 2012
- American Association of Colleges and Universities National Summer Conference Planning Committee, 2001
- Leadership Development and Assessment Program (ROTC), Tacoma, Washington, 2008
- Marketing Planning and Strategy—Noel-Levitz, 2002-2006
- Leadership Development, Change Management, and Organization Transformations: Going from Good to Great, 2006
- Extensive experience with professional accreditation and certification processes for academic programs (business, chemistry, computer science, education, engineering, nutrition, nursing, music, visual arts, radiologic science, medical laboratory science, athletic training, school counseling), 1994 to present

Selected Community and University Service

- Chamber Southwest Foundation Board, 2017
- Chamber Southwest Alliance Governmental Affairs Committee, 2009-2016
- Chamber Southwest Education Committee, 2001-2002
- MSU Legislative Liaison for the University of Louisiana System, 2010-Present
- Council for a Better Louisiana-Leadership Louisiana 2012 Class
- Board of Regents Statewide Council of Chief Academic Officers, 2001-Present
- Jeanne Clery Act Compliance Committee, 2016-present
- Title IV Compliance Committee, 2014-present
- Board of Regents, Access and Success Committee for Strategic Planning, 2008-2009
- Conference for Louisiana Colleges and Universities, Executive Committee, 1997-1999
- University of Louisiana System Council of Vice President for Academic Affairs, 2001-Present
- Academic Advisory Council Chair, 2001-Present
- Athletics Advisory Council, 2007-Present
- Athletics Compliance Committee, 2008-Present
- McNeese Faculty Advising Committee
- Athletics Gender Equity Task Force, 1999-2010

- Registration Task Force, 2001-Present
- SEED Advisory Board, 2011-2014
- Master Facilities Planning Committee, 2015-present
- Master of Ceremonies for Commencement, 2001-Present
- University Arbitration Committee, 1997-2001
- Intercollegiate Consortium for the Master of Science in Nursing, 2001-present
- Professional Education Advisory Council, 2001-present
- MSU Crisis Response Team, 2001-Present
- McNeese Recovery Team- Hurricane Rita, 2005-2007
- Emergency Preparedness Team, 2005-Present
- Rotary Club, past member
- H.C. Drew Institute Advisory Board, 2000-Present
- Faculty Senate member, 1993-1995
- McNeese Alumni Association
- McNeese State University Foundation, Heritage Society
- Banners Cultural Series
- Arts Associates of Lake Charles

SELECTED EXTERNAL GRANTS FUNDED

- U.S. Economic Development Administration, University Center Grant, Innovation and Economic Development, \$512,950, 2013
- OCD/DRU Request titled "Meat Processing Facility," \$890,000, 2010
- Co-Principal Investigator- U.S. Economic Development Administration; Second Supplemental Appropriations Disaster Relief Opportunity, "Southwest Louisiana Entrepreneurial Economic Development Center," \$3,900,000, 2009
- U.S. Small Business Administration (SBA), Division of Financial and Administrative Operations (DFAO), "Southwest Louisiana Entrepreneurial Economic Development Center," \$137,500, 2009
- Natural Resources Conservation Service, Congressionally Directed Appropriation Request, Louisiana Environmental Research Center, \$500,000, 2009
- Co-Principal Investigator- US Department of Education; Higher Education Disaster Relief Grant Program for Fiscal Year 2009-2010, \$105,334, 2009
- Natural Resources Conservation Service (NRCS), Louisiana Environmental Research Center, \$235,000, 2008
- Grant Team Leader- U.S. Department of Education, Louisiana Academy of Innovative Teaching and Learning, \$143,449.00, 2008
- U.S. National Oceanic and Atmospheric Administration (NOAA), Louisiana Environmental Research Center, \$352,500, 2008
- Grant Team Leader-Louisiana Academy for innovative Teaching and Learning, \$595,200, 2004
- The New Teacher Project, \$45,000, 2004
- The Teacher Preparation Program Reward, \$10,000, 2004

SELECTED PUBLICATIONS, PROCEEDINGS, AND PRESENTATIONS

Woolman, J.R., W. H. Dees, and J.M. Daboval, *Promoting Productive Public and Private Partnerships, Operationalizing Stewards of Place*, American Association of State Colleges and Universities, monograph, January, 2016.

Woolman, J., L. Hardee, H. Fogg, J. Gunnell, S. Hicks, L. Petticrew, W. Dees, and J. Daboval, "The McNeese State University Innovation Laboratory," Presentation, Innovate McNeese Week, November, 2014.

Dees, W., J. Woolman, J. Gunnell, H. Fogg, L. Hardee, J. Patterson, and J. Daboval, *Innovation: A catalyst for driving collaborative multidisciplinary scholarship and undergraduate research*, Council on Undergraduate Research (CUR) Pre-Conference Symposium, Annual Meeting of the International Society for the Scholarship of Teaching and Learning, Quebec City, Canada, October, 2014.

Dees, W., J. Woolman, J. Gunnell, H. Fogg, L. Hardee, J. Patterson, J. Daboval, *Undergraduate Research Engagement: A Continuum of High-impact Learning and Mentorship*, Council of Undergraduate Research (CUR) Conference, Proceedings, June, 2014.

Woolman, J., W. Dees, and J. Daboval, *Diverse Mentorship: An Evolution of the Undergraduate Research Experience*, Council of Undergraduate Research ISSOTL Symposium, Proceedings, October, 2013.

Daboval, J., and J. Woolman, Cisco Higher Education Innovation Initiative's Institutional Transformation, "Innovation at McNeese State University," April, 2012.

Gaster, Walter, Ray Comish, Jeanne Daboval, and Charles Rader, "*Ethical Values in the Small Business: Perception or Reality?*" Southwest Federation of Administrative Disciplines, Proceedings, March, 1996.

Comish, Ray, Jeanne Daboval, and Charles Rader, *Building Trust for Retaining Female Managers*, American Society of Business and Behavioral Sciences, Proceedings, February 1996.

Comish, Ray, Jeanne Daboval, and Charles Rader, *Rights or Responsibilities: Seeking a Match*, American Society of Business and Behavioral Sciences, Proceedings and presentation, February, 1996.

Daboval, Jeanne, Ray Comish, and Bruce Swindle, *Influences on Decision-Making Behavior*, Psychological Reports, Vol. 76, 1995.

Daboval, Jeanne, Ray Comish, Lonnie Phelps, and Charles Rader, *Building Trust in the Small Business: The Manager's Role*, Southwestern Small Business Institute Association, Proceedings and presentation, March 1995.

Daboval, Jeanne, (co-authored), *Gauging the Work Atmosphere in the Small Business*, Nebraska Business Development Center Report, October 1994.

Comish, Ray, Bruce Swindle, and Jeanne Daboval, *Managing Stress in the Workplace*, National Public Accountant, September, 1994.

Daboval, Jeanne, Ray Comish, and Bruce Swindle, *Firms and Employees Work Together to Manage Stress*, National Public Accountant, March, 1994.

Daboval, Jeanne, *Study Guide for Management Concepts, Practices, and Skills*; a supplement to the text Management Concepts, Practices, and Skills, 1994.

Comish, Ray, Jeanne Daboval, Paul Arnold, and Daniel Friesen, *Violence and Small Business: Not a Small Problem*, Proceedings and presentation at Southwest Federation of Administrative Disciplines, March, 1994.

Comish, Ray, Jeanne Daboval, Lonnie D. Phelps, and Charles Rader, *Matching Employer and Employee Expectations in a Small Business Environment*, Proceedings and presentation, Southwestern Small Business Institute Association, March 1994.

Daboval, Jeanne, Ray Comish, Bruce Swindle, and Walter Gaster, *A Trust Inventory for Small Businesses*, Presentation and Proceedings, Southwestern Small Business Institute Association, March, 1994.

Premeaux, Shane, Sonya Premeaux, Jeanne Daboval, and Matiur Rahman, *Linking Undergraduate Business Degree Specialization to Ethical Behavior-An Empirical Investigation*," Journal of Business Strategies, March, 1993.

Daboval, Jeanne, *Study Guide for Management Concepts, Practices, and Skills*, with Jerome Kinskey; a supplement to the text Management Concepts, Practices, and Skills, 1992.

Daboval, Jeanne, Ray Comish, and Pat Simmons, *Ethical Values of Managers and Management Behavior: What Linkage?* Delta Business Review, Fall/Winter, 1992.

SELECTED AWARDS AND HONORS

- SWLA Women's Business Network Leadership Award, 2011
- Alpha Lambda Delta honorary member
- First National Bank Outstanding Teacher Award, MSU College of Business, 1994
- Outstanding Teacher for the Department of General Business, MSU College of Business, 1993
- MSU College of Business Student Organization Outstanding Teacher of Management Award, 1993
- MSU Distinguished Faculty Award nominee for the Department of General Business, 1993-94
- First National Bank Business Faculty Excellence Award, MSU College of Business, 1993-94 and 1992-93
- Outstanding Teacher for the Department of Management and Marketing, MSU College of Business, 1992
- Honorary Chapter Farmer, Welsh High School Future Farmers of America