

2014 President's Annual Report

Continuous Progress Toward Institutional Goals

Submitted to the

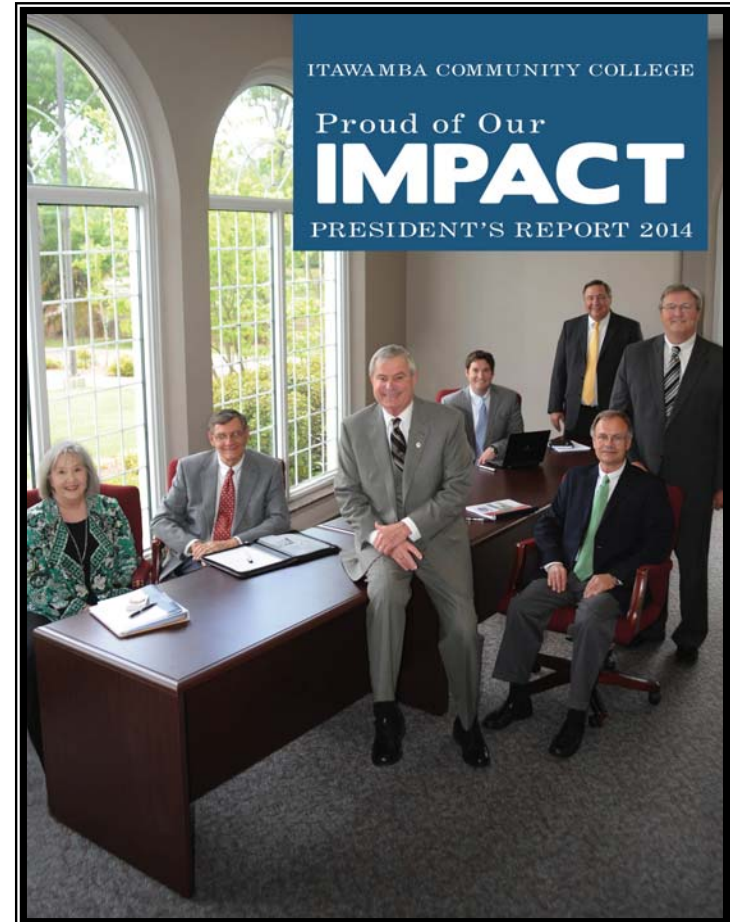
Itawamba Community College

Board of Trustees

May 12, 2014

Mr. Mike Eaton

President



President's Accomplishments Summary

1. **Instructional Services Goal**
2. **Student Support Goal**
4. **Campus Climate**
5. **Fiscal Goal**
6. **Growth Goal**
7. **Building Goal**
8. **Administrative Management Goal**
11. **Public Relations Goal**
12. **Cultural and Recreational Goal**
13. **Service Goal**

Mr. Mike Eaton

- Helped secure an increase in appropriations from state legislature inclusive of an \$11 million appropriation of which ICC will receive \$900,000 and a \$2 million appropriation for renovation and repair of which ICC will receive \$200,000.
- Implemented a plan to reduce expenditures and increase operating funds in response to drops in tuition collected and state appropriations for the 2014-2015 fiscal year.
- Provided leadership:
 - Enabling the College to be recognized for a second time as one of the Nation's Top 150 Community Colleges by the Aspen Institute.
 - Supporting ICC's participation in the "Make It In Mississippi" grant consortium. This \$1.9 million award from the Commerce and Labor departments is aimed at expanding Mississippi manufacturing and reshoring manufacturing jobs that were abroad.
 - Contributing to the educational offerings through the Wellspring Consortium.
 - Supporting the Dual Credit and Mini-Terms initiatives.
 - Developing the Support Staff Awards for each campus.
 - Improving curriculum in developmental education courses.

(Continued next page)

- Provided leadership in campus improvements of:
 - Student Activities building,
 - Football stadium entrance, and
 - Baseball dressing rooms.
- Developed and re-organized the Public Relations department into the new Community Relations office along with improvements to the College web site.
- Re-structured Institutional Scholarships to encourage graduation and improve time-to-degree completion and expanded Institutional Scholarship offerings by adding:
 - Gale Stauffer Memorial Scholarship and the
 - Adult Learner Incentive Scholarship.
- Organized and implemented the dedication ceremonies for the
 - Health Science Education Center,
 - Mobile Lab for Modern Manufacturing,
 - Ken Nowickie Natural Science Memorial Plaza, and
 - David C. Cole Student Services Building.
- Hosted the eighteenth annual ICC Bluegrass Benefit Concert at Davis Event Center which raised \$40,000 for the Regional Rehabilitation Center.
- Hosted the President's Open House during the Christmas holiday period for faculty, staff, and the public.
- Provided successful leadership for the College in the areas of fiscal management, academic instruction and student life.
- Served on the following boards:
 - MACJC President's Council,
 - MACJC Foundation,
 - MACJC Athletic Hall of Fame Committee,
 - North Mississippi Education Consortium,
 - Itawamba County Development Council,
 - Community Development Foundation,
 - United Way of North Mississippi, and
 - Regional Educational Superintendents Association.

Itawamba Community College

Institutional Goals

1. Instructional Services

Page 1

The college will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

2. Student Support

Page 33

The college will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

3. Technology

Page 45

The college will use the latest and most appropriate technology to support and enhance all operations, programs and services.

4. Campus Climate

Page 49

The college will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

5. Fiscal

Page 51

The college will maintain sound financial management while focusing on programs and services vital to the mission of the college.

6. Growth

Page 53

The college will strive to achieve an annual enrollment increase.

7. Building

Page 57

The college will construct and improve facilities based on prioritized needs as funds become available.

8. Administrative Management

Page 59

The college will provide quality administration and management to the educational and support services of the college.

9. Professional Faculty

Page 61

The college will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

10. Human Resources Development

Page 65

The college will provide appropriate training and professional development to maintain employee competence and productivity.

11. Public Relations

Page 67

The college will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the college, both within the community it serves and the education community at large.

12. Cultural and Recreational

Page 75

The college will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation.

13. Service

Page 77

The college will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

Itawamba Community College

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Institutional Goals With Accomplishments In Support of Attainment of Goals

1. Instructional Services Goal

The College will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

- Peer reviewer for the Southern Association of Colleges Commission on Colleges.
- Southern Association of Colleges and Schools Accreditation Liaison.
- Member of the Articulation Committee for institutions of higher learning and community colleges.
- Implemented dual credit enrollment programs at in-district high schools.
- Member of the Fulton Rotary Club.
- **Tilda Bouchillon**
 - Elected as treasurer/recorder for Women in Higher Education Mississippi Network.
 - Presented Waitlisting at the Mississippi Banner Users Group Conference (2013).

Division of Business Administration – Mr. Joe Williams, Chair

- **Billy Carson**
 - Attended the “Conversation with the Chairman for Educators: The History of the Fed” dinner meeting at the Memphis Federal Reserve Bank on November 13, 2013.
 - Attended the Mississippi Federal Reserve Educator Advisory Board meeting on December 2, 2013.

- **Edana Nail**
 - Earned the Ph.D. in Community College Leadership degree.
- **Joe Williams**
 - Attended the banking symposium at the University of Mississippi on November 8, 2013.
 - Trained students in volunteer income tax preparation during Christmas break.
 - Assisted students in preparation for the volunteer tax certification tests in December, 2013.
 - Secured the College's name as a participant with BancorpSouth in its VITA program.
 - Secured student volunteers to prepare income taxes under the supervision of BancorpSouth officials.
 - Served Saturdays during February as a volunteer tax preparer.

Division of Communications – Dr. Ken Bishop, Chair

- **Suzette Potts** and **Elizabeth White** attended the Course Redesign: Integrated Reading and Writing in order to better understand the changes in the developmental English/writing program and to discuss new teaching and testing techniques.
- **Maria Staub** attended the annual MADE conference in Oxford to stay on the cutting edge in developmental education.
- Six faculty members participated in the English and Modern Foreign Language Curriculum Alignment meetings hosted by Holmes Community College to provide input and discussion on the content of all courses in the articulation agreement.
- **Dr. Ken Bishop**
 - Attended two statewide meetings which featured a presentation of the Common Core, and participants worked on ways to adjust community college courses to provide smooth transition from high school into community college.
 - Participated in the Pearson National Forum on English in New Orleans, where the major topics of discussion were the evolving classroom, instructor support/professional development, moving all students toward academic success, accelerated learning and digital solutions.
- **Keith Morris** self-produced and self-published a 15-song CD and songbook.
- The Inhumanities (**Jon Armstrong, Keith Morris** and **Nathan Ward**) performed at campus-wide and charity events.
- The Communications Division hosted its annual articulation conference for high school English teachers in the five-county district and presented mini-workshops along with obtaining feedback on the major issues facing the high

school English teachers. **Dr. Ashley Lancaster** presented a literature group project assignment. **Wanda Gatlin-Sullivan** described online courses, and **Morgan Cutturini** and **Robin Lowe** presented literary analysis and online research.

- **Keith Morris** and **Morgan Cutturini** voluntarily host a Film Club at noon on Tuesdays for students interested in film as literature.
- **Jon Armstrong**
 - Represented ICC at NISOD 2013 and attended a variety of professional development sessions.
 - Participated in a webinar concerning effective use of labs in developmental courses enabling him to load classes and monitor student use.
- The Communications Division hosted its annual Scholars' Bowl (the 25th) to recognize and reward young scholars from the five-country district.

Division of Computer Science – Ms. Delores Tull, Chair

- **Tammy Foster**
 - Attended the Mobile Learning '13 conference.
 - Served as in instructor for the Computer Camp for Kids.
- **Bradley Howard**
 - Attended "Creating Futures Through Technology Conference" in Biloxi in March.
 - As sponsor of the ICC Computer Club, managed a fundraiser in fall 2013 as a community service project for the Harden House Home for Girls in Fulton. He and the club also provided technical support for computer issues for the home's computers and printers.
 - As sponsor of the ICC Computer Club, managed a community service project of creating computer software-produced homemade Easter cards for the local residents of Charleston Place in Fulton with a small gift to each resident.
- Took a small group of computer majors to Mississippi State University for a tour and visit with the Dean of the Computer Science Department.
- **Joahn Summers**
 - Authored and presented "What's New in Office 2013" for the August 2013 faculty professional development session. She also presented the session for ICC office personnel at Fulton, Tupelo and Belden.
 - Attended the "MyITLab for Office 2013 Training Event in Boston, Massachusetts.
 - Received the Meritorious Achievement Award.

- With **Joahn Summers** as the lead reporting to Pearson representatives, **Tammy Foster** and **Delores Tull** worked in debugging MyITLab for Office 2013.
- **Joahn Summers** and **Delores Tull** assisted in the creation of Canvas course shells for computer concepts and computer applications.
- **Delores Tull**
 - Aided with the design and delivery of Joahn Summers' presentation of "What's New in Office 2013" for faculty and staff professional development in August 2013.
 - Attended the Mobile Learning '14 conference.
 - Designed, directed and instructed Computer Camp for Kids.
 - Served as a lead for content and instruction for all computer science courses.
 - Served on the advisory committee at Itawamba Vocational-Technical Center.
- **Joahn Summers, Bradley Howard, Tammy Foster and Delores Tull**
 - Assisted in upgrading computer concepts and computer applications to teach Office 2013 and Windows 8.
 - Incorporated the use of SkyDrive (OneDrive) into most course curricula.
 - Revised programming computer concepts and computer applications lab manuals.

Division of Fine Arts – Dr. Cass Patrick, Chair

- **Brian Gillentine**
 - President of the Mississippi Chapter of Phi Beta Mu.
 - Marching band was invited and marched at the Tenn-Tom Marching Classic and the State Marching Festival at Tupelo High School.
 - Served as a member of the board for the Northeast Mississippi Band Directors' Hall of Fame committee.
- **Dr. Robert Taylor**
 - Presented a choral reading session at the Southern Invitational Choral Conference September 23, 2013 at the University of Southern Mississippi. The session was entitled "Choral Closers" and consisted of music appropriate for ending concerts. He compiled and conducted a varied selection of choral music that the workshop participants sang, offered commentary on his experience performing these pieces and answered questions from the participants regarding their particular teaching situations.
 - Proposed, helped organize and presented a concert on March 23, 2014 of the combined chamber choirs from Itawamba and Northeast community colleges. He, along with **Karen Davis** from ICC and Mrs. Anderson,

selected music, secured instrumentalists and composed arrangements performed at the concert, which was at the Tupelo First Presbyterian Church. It is an excellent example of collegial work between colleges that greatly expands students' musical horizons and gives a gift of fine music to the community.

- Along with **Karen Davis**, organized and hosted the District One High School Choral Festival held in the ICC music facilities, February 27. The facilities were prepared for the students to participate in concert and sight-reading events. The teachers and adjudicators were complimentary of the festival and students who enjoyed their day at ICC and will hopefully consider attendance when they graduate from high school.
- **Dana Arnold and Shawn Whittington**
 - Exhibited work in the W.O. Benjamin Fine Arts Center gallery.
 - Assisted with the Art Club's participation in advertising the club (Big Top).
 - Encouraged students to participate in the art contest associated with homecoming events.
 - National Day of Writing art contact, Writing flier, and hanging of art and judging.
 - Artwork for ICC's Christmas float, homecoming art contributor, created artwork for the President's home, and contributed student work to same.
 - Organized the Art Department/instrumental in improvement of facilities.
 - Viewed and took class to see artwork for National Day of Writing, October 21, 2013.
 - Developed curriculum guide and a system for art scholarships and awards.
 - Served as Gallery director, recruiting artists and hanging shows.
 - Provided student art for display at the Learning Resource Center.
 - Juror for the Mississippi University for Women 2014 student art competition
 - Official evaluator of Phillips Community College graphic design program, West Helena, Arkansas, for the purpose of accreditation.
 - Represented ICC in the Tupelo Artist Showcase in conjunction with the Tupelo Civic Ballet and The Link Centre.
 - Organized the regional high school juried art competition.
 - Donated work for auction fundraiser at MUW for Mooreville High School and MUW student art material fund.
 - Editor-in-chief of The Calliope, student journal of art and poetry. Third edition printed.
 - Coordinator and liaison for Congressman Nunnelee's District I High School Art Exhibit.
 - Organized and chaperoned student field trip to The Birmingham Museum of Art to see Eugene Delacroix exhibition.

- **Sheree Lence**

- Participated in Starkville Symphony Orchestra children's concerts reaching more than 2,000 elementary age students in the Columbus/Starkville area.
- Member, Tupelo Symphony Orchestra.
- Participated in the Tupelo Symphony Orchestra's children's concert at the Tupelo Civic Auditorium in February. Elementary school students from Tupelo and the surrounding area attended the lecture/concert.

Division of Health, Physical Education & Recreation – Ms. Dana Hale, Chair

- **Dana Hale**

- Worked at the PACE 5K Run/Walk Race for Diabetes in 2013.
- Served as sports medicine judge for HOSA competition, February 7, 2014.
- Member of the steering committee and attended the WHEMN conference hosted by Itawamba Community College, February 20-21, 2014.
- Taught CPR/First Aid certification to two different daycare centers in Tupelo, February 2014.
- Basic Life Support instructor for The American Heart Association, which provides instruction for students to obtain a Healthcare Providers CPR certification. During the fall semester, 65 students were CPR certified, and 68 students certified during the spring semester.

Division of Mathematics – Mr. Jeff Bates, Chair

- **Jeff Bates**

- Assisted with score reporting for the MCTM Junior High Math competition.
- Instructor for Dual Enrollment college algebra class for the Itawamba School District.
- ICC representative at a state level meeting in preparation for the new Common Core math curriculum.

- **Bridgett Cash**
 - Served as ICC district coordinator for the MCTM Junior High Math competition.
 - ICC representative at a state-level meeting in preparation for the new Common Core math curriculum.
- **Rob Francis**
 - Instructor for Dual Enrollment college algebra class for Tupelo Public School District.
 - ICC representative at a state-level meeting in preparation for the new Common Core math curriculum.
- **Bobby Jarrell**
 - Writes and reviews competition tests for the annual Mississippi Mu Alpha Theta competition/convention.
- **Heather McCormick**
 - Served for the third year as a grader for the National Advanced Placement statistics exam.
 - Phi Theta Kappa sponsor for the Fulton Campus.
- **Joahn Summers**
 - Created solution pages for the elementary algebra questions in the Accuplacer practice course in Canvas.
 - ICC representative at a state-level meeting in preparation for the new Common Core math curriculum
 - Meritorious Achievement Award winner for 2012-13.
 - Created Canvas course shells for ICC eLearning courses, fundamentals of mathematics and college math I.
- **Richard Watson**
 - Created solution pages for the Elementary Algebra questions in the Accuplacer practice course in Canvas.
 - ICC representative at a state-level meeting in preparation for the new Common Core math curriculum.
 - Created Canvas course shells for ICC eLearning courses, fundamentals of mathematics and college math I.
- **Tim Whitten**
 - ICC representative at a state-level meeting in preparation for the new Common Core math curriculum.

Division of Natural Science – Mr. Creig Sherrer, Chair

- **Beth Campbell**
 - Science Club sponsor.
- **Dr. Betsy Chesnutt**
 - Redesigning all ICC physics courses to increase student-centered active learning. To do this, rewriting all note takers and lab manuals for 2014-15 and changing the schedule so that lecture and lab will be combined to facilitate incorporation of student-centered active learning activities throughout the course. Another goal is to

more effectively use technology in physics courses. ICC will extensively use iPads as well as LabQuest handheld devices from Vernier Science and Technology to gather and analyze data throughout the year.

- **Pamela Clevenger**
 - Completing term as national chair for the American Chemical Society (ACS) subgroup Two-Year College Chemistry Consortium (2YC3).
 - Selected to serve on the national ACS Task Force to revise ACS Guidelines for Chemistry Programs in Two-Year Colleges.
 - Contributor to the 2YC3 Outlook, a quarterly publication for 2YC3 membership.
 - Served as a Lead Group coordinator for the ACS Two-Year College Self-Study Review Panel.
 - Served as program chair for the 204th 2YC3 conference at Southwest Tennessee Community College.
 - Task Advisory Board (TAB) coordinator for 2YC3.
 - Two abstracts selected for presentation at the Biennial Conference of Chemistry Education (BCCE) at Grand Valley State University, Michigan (July 2014).
- **Phillip Garrett**
 - Taught environmental science merit badge for the Boy Scout College ICC hosts on the Fulton Campus each fall.
 - Assisted with the Backyard Astronomy program (Fall 2013) and will work with Bob Swanson and Ole Miss representatives to carry out a robotics competition information workshop in May.
 - Judged the physics category for the Mantachie School Science Fair this spring.
 - Regularly present demonstrations of scientific principles and assist teachers with ideas in area schools.
 - Restructuring physical science labs to incorporate the use of interface technology and the use of iPads.
- **Michael Hendricks**
 - Researched parallel instruction at other Mississippi community colleges for courses presently taught within Natural Science departments. Assisted in development and modification of existing curriculum materials for principles of anatomy & physiology and principles of A&P lab, both classroom and for online delivery.
 - Continued using social media (Facebook, Instagram, and Twitter) to communicate class needs to students.
 - Member of the Mississippi Science Teachers Association, National Science Teachers Association and American Association for the Advancement of Science.
- **Dr. Timothy Ross**
 - Disseminated articles about current technology and of scientific interest to students in organic chemistry – “Weird Salt Shakes Up Chemistry,” Science News, January 25, 2014.

- Continued to update PowerPoint classroom presentations and giving lectures using notepad computer.
- Attended 2YC3 (Two Year College Chemistry Consortium) meeting in Memphis, Tennessee (November 23, 2013).
- **Bob Swanson**
 - Served for the second year as president of the Fulton Campus Faculty Association.
 - Presented a Backyard Astronomy session, “Wonders of the Winter Night Sky.”
 - Presented “Painting the Clouds with Sunshine: The History of Jazz Banjo” at the 2013 American Association of Physics Teachers’ winter meeting in New Orleans.
 - Made a weather presentation for Pack 32 of the Fulton Cub Scouts.
 - Presented “Power Balance Bands: Scientific Breakthrough or Snake Oil?” at the 2YC3 (Two Year College Chemistry Consortium) meeting in Memphis, Tennessee.
 - Attended the Cosmos in the Classroom conference hosted by the Astronomical Society of the Pacific in San Jose, California.

Division of Social Science – Mr. Dean Burchfield, Chair

- **Dean Burchfield**
 - Participated in the 150th Reenactments of Gettysburg, Pa and Chickamauga, Ga.
 - Received commission in the Mississippi State Guard with the rank of O-3 Captain.
 - Assigned as the S-1 Personnel and Administration officer of the 210th MP Battalion, 2nd Brigade, Mississippi State Guard.
- **Chris Stevenson**
 - William Winter Scholar award.

PACE Program – Mr. Marty Cooper, Director

- Director **Marty Cooper** graduated from the ICC Leadership Development Institute with fellow PACE instructors **Allyson Cummings, Shannon Lucius** and **Carla Rose**.
- PACE students conducted a 5K race, which raised \$10,000 for the Diabetes Center in Tupelo to help make other students and the community aware of this disease.

- PACE Program academic achievements
 - A. Increase retention rate
 - Higher spring retention rate (93.92 percent, 66.12 percent) (PACE/Pre-Pace).
 - Higher fall retention is only available for fall 2012 (74.28 percent, 50.34 percent). Fall 2013 retention will not be available until fall 2014.
 - B. Increase persistence rate
 - Higher average hours passed (14.55, 8.25) (PACE/Pre-Pace).
 - Higher average GPA (2.86, 2.00).
 - Lower average courses dropped (.52, 2.37).
 - C. Decrease financial aid warning/probation
 - Lower academic probation rate (3.90 percent, 12.40 percent) (PACE/Pre-PACE).
 - Lower financial aid probation rate (8.03 percent, 30.58 percent).
- PACE students attended PACE football night, PACE basketball night, a Fine Arts activity and other campus events/activities to promote the importance of campus involvement.
- PACE Program offered 63 sections of courses in traditional, evening and eLearning settings with 27 different instructors to provide students the best opportunity for them to participate in the course.
- PACE increased the number of computers in each PACE classroom to ensure that each student was provided an opportunity to participate in online opportunities.

Phi Theta Kappa – Ms. Robin Lowe, Ms. Heather McCormick, Dr. Ashley Lancaster, Ms. Jolene Hoots, Dr. Delena Hukle, Dr. Janae Hagan, Ms. Betsy White, & Ms. Judith Griffie, Advisors

- Five-Star Chapter, All-Mississippi Academic First Team recipient – Sarah Guess (\$1,000 scholarship), and All-Mississippi Academic Second Team recipient – Canary Brooks, and Coca-Cola Bronze Scholar – Sarah Guess (\$1,000 scholarship)
- Collected 6,106 pounds of canned goods for the Food for Families Challenge for the Itawamba West Food Pantry.
- Implemented and currently participating in the C4 Statewide Initiative.
- Participated in the Student Involvement Fair, hosted Midterm Madness, and participated in the Homecoming carnival.
- Hosted Chiefs Got Talent, Too, Basketball Shootout, Geek Night at the ICC vs. Northeast basketball game, and Top Turkey Contest (students voted for favorite faculty member – Marty Cooper).
- Sponsored a Leadership Field Day for campus clubs and organizations.

- Chosen as Top Four poster design at Fall Leadership Conference – Leslie Willard, designer, represented ICC’s chapter.
- Attended Regional Convention at Jones County Junior College, March 21-22 and will attend International Convention in Orlando, Florida, April 23-27.

CAREER AND TECHNICAL INSTRUCTION – Mr. Tony Tice, Dean

- Toyota AMT program inaugural class started in the fall 2013.
- Attended training in Georgetown, Kentucky for continuity among other AMTs around the country.
- Served on State Deans and Directors' Workforce Collaboration Committee to strengthen relationships between CTE and Workforce.
- Served as an Associate Partner with AMTEC (Advanced Manufacturing Technical Education Collaborative).
- Visited area career and technical education centers during the fall semester to strengthen relationships.
- Served on various committees for the Mississippi Community College Board Career and Technical Education Division.
- Attended curriculum realignment meetings in Jackson.
- Attended Creating Futures Through Technology Conference in Biloxi.
- Participate in weekly conference calls with Toyota/ICC staff for continuous improvement to the AMT program.
- Attended State SkillsUSA competition.
- Served on the Advanced Manufacturing Curriculum panel at Stanford University at Menlo Park, California.

Automotive Technology – Mr. Brad Crowder, Director

- Automotive Technology student ranked third in the state on CPAS scores.
- Marcus Walker won first place in the Job Interview category at the SkillsUSA state competition and is eligible to compete at the National SkillsUSA competition.

Business and Marketing Technology – Ms. Jodi McCrimon, Director

- The MMT program will have 12 graduates this semester.
- The program has made several recruiting visits to local high schools.

Business and Office-Related Technology – Ms. Tammy Lauderdale, Director

- Worked with local businesses for student placement for graduates.

Child Development Technology – Ms. Carol Bishop, Director

- ICC's online Creative Arts for Young Children classes made scribble cookies to use as filler items for Operation Christmas Child shoe boxes. Scribble cookies are made from broken crayons that are placed in muffin tins and melted so they can be reused as round crayons.

- Worked with local businesses for student placement for graduates.
- Itawamba Community College is partnering with the Gilmore Foundation. The Foundation's new Early Childhood Initiative will use the Associate of Applied Science in Early Childhood Education to fill all of the assistant teacher positions for the Promise School Grant, which is being implemented in Amory and Aberdeen in the fall of 2014.
- Five state grants were awarded by the Mississippi State Department of Education for Early Childhood Projects in Mississippi. ICC's Early Childhood program was the only community college in the state listed as a partner.
- The Early Childhood program has developed a partnership with the Tupelo Public School Early Childhood program. ICC instructor Carol Bishop is assisting in teaching the implementation of objective-based planning using the Early Learning Standards. The first training was March 18 at the Tupelo Public Schools.
- The Fulton Child Development lab school currently has 44 children enrolled. Enrollment has been maintained throughout the year. Only one child has dropped. It is projected that there will be 16 openings in the fall, but currently there are more than enough applications to fill the slots.
- The scores of ICC's students taking the CPAS showed an average ranking of seventh in the state last year. The ECE program implemented a CPAS practice exams process in the Student Teaching Field Placement program. For the fall 2014 semester, ICC moved from seventh to third. This process is being implemented again this semester and will be reviewed for effectiveness.
- All of the Methods and Student Teaching classes are being reorganized to ensure that the Mississippi Early Learning Standards (Common Core Crosswalk) will be the primary focus of planning for the students in the program and children in the centers. These standards directly correlate with the Common Core requirements that the State of Mississippi is using in all kindergarten classes in ICC's service district. Children in the lab schools are being taught based on the standards where student teachers plan and implement required activities.
- ICC Early Childhood program is a partner with the Lee County Excel by Five project. Staff member **Carol Bishop** served on the development committee and has assisted with community projects to include backpack giveaway, A Day in the Park and the Health Fair.

Collision Repair Technology – Mr. Dillon Baldwin, Director

- Kyle Sapp competed in the State SkillsUSA competition.
- The Collision Repair program has eight new Snap-On tool boxes with collision repair tools. Having eight separate tool boxes allows for students to increase productivity, responsibility and organization for a more real-world experience.
- New equipment includes a new aluminum welder, which allows students to weld modern aluminum frames.
- New equipment includes a new fresh-air respirator.

Diesel Equipment Technology – Mr. Jason Gholston, Director

- One student in the Diesel Technology program won first place at the state SkillsUSA competition and is eligible to compete at the SkillsUSA National competition. He competed against five other postsecondary schools.
- **Jason Gholston** was recertified for ASE Master Heavy Truck Technician.
- ICC's Diesel Equipment Technology program had the highest ranking CPAS scores among the other DET programs in the state.
- The Diesel Equipment Technology program continues to work toward NATEF certification.

Electrical Technology – Mr. Clay McNutt, Director

- The Electrical Technology program offers three internships in the ICC district that allow students to attend classes two days per week and work three days per week. The students gain CTE program-related work experience with commensurate pay.
- Electrical Technology upgraded lab electrical power so that the Belden Electrical Power Laboratory can support 11 trainers. Three-phase power was installed to support instruction in power distribution, industrial control and motors.
- Electrical Technology improved the Commercial Wiring Laboratory to reflect actual commercial and industrial wiring applications found in ICC's district.
- Electrical Technology (through Workforce) has partnered with Mueller Copper Tube for employee testing. Mueller has provided DC Motors and motor control components to the Advanced Programmable Logic Control Lab for testing and student instruction.
- The Electrical Technology program ranked second in the state for CPAS scores.
- The Belden Center is encouraging students to join SkillsUSA, a national student organization that encourages student achievement, community service and professional partnerships.

Forestry Technology – Ms. Emily Loden-Jones, Director

- For the fifth year in a row, ICC's Forestry program has maintained its status as the largest Forestry Technology program in the state.
- The program maintained a 100 percent CPAS passing rate for another year, ranking as one of the top programs in the state.
- The program has the highest transfer rate to a senior college of all programs in the state.
- ICC's Forestry Technology program students have participated in many volunteer programs during the past year, providing 100+ service hours. National Public Lands Day was spent at the Jamie L. Whitten Center and Campground clearing brush. The program cohosted the Itawamba County Landowner Field Day at the Crane Cabin in Bull Mountain Bottom. Students also helped the Mississippi Department of Wildlife and Fisheries and Park plant food plots on the Canal Section Wildlife Management Area.
- The students have been exposed to more than 50 outdoor lab exercises in courses offered by the program with many of them focusing on the forest industry in the state. The Mississippi Forestry Commission hosted a tree ID lab, survival audit training lab and Project Learning Tree Educators workshop (certifying all students as instructors for the program).
- Mississippi State University hosted a biofuels short course in which students enrolled, and students attended the annual meeting of the Producers and Suppliers Advisory Council.
- Students have also visited many forest industries and companies in the area including Bennett and Sons Logging LLC, Tombigbee Lumber and Graham Lumber.
- The Introduction to Forestry course offered by the program included nine area professionals who presented information about careers in forestry.
- Last summer, three students participated in highly sought-after internships with the Mississippi Department of Wildlife Fisheries and Parks and USFWS National Wildlife Refuge System.

Gerontology Technology – Dr. Laura Pannell, Director

- All 2013 gerontology certificate graduates were eligible for national credentialing in gerontology.
- ICC award of excellence in May 2013.
- **Dr. Laura Pannell**
 - Serves as Mississippi Gerontological Society president.
 - Serves as a member of the North Mississippi State Hospital Human Rights Advocacy committee.
 - Appointed to the Alzheimer’s Planning Council of the Mississippi Department of Mental Health.
 - Publications include “Walk a Mile in an Elder’s Shoes,” winter 2014 edition of the Association for Gerontology in Higher Education Exchange.
 - Presentations include “Elder Abuse: Signs, Symptoms, Interventions in Home and Community Settings” at the 30th annual joint MH/IDD Conference, Mississippi Department of Mental Health, Biloxi, in October 2013; and “Aging Differences in Cultures/Ethics...Caring for those who live longer at the North Mississippi Medical Center Symposium in September 2013 in Tupelo.
 - Trainings included 32 aging trainings at Dugan Nursing Home in Amory; The Meadows in Fulton; Sunshine Nursing Home and Graceland Nursing Home, both in Pontotoc; NMMC Health Academy and the Tupelo Police Department, both in Tupelo; Graceland Nursing Home in New Albany; Arington Center in Hattiesburg; Mooreville High School; the Baldwin Nursing Home and NMMC Behavioral Health.

Heating and Air Conditioning Technology – Mr. Chuck Spencer, Director

- One student scored second highest CPAS score in the state.
- Instructor is a NCCER Certified Instructor, FEMA Certified Responder and Toyota Certified Instructor.

Industrial Maintenance Technology – Mr. Ashley Brown, Director

- Industrial Maintenance instructor **Ashley Brown** was also selected to attend the 2013 Lamplighters’ Conference.
- More than 20 Industrial Maintenance students were selected to participate in paid internships at several area manufacturing facilities.
- The Industrial Maintenance program implemented us of the National Center for Construction Education and Research credentialing system, which is recognized by many area manufacturers as well as nationally. Twenty-five students are in the process of being certified with this credential.

- The ICC Industrial Maintenance program ranked second in the state on spring 2013 CPAS results.
- Freshman enrollment for the program increased more than 45 percent from fall 2012 to fall 2013.

Information Systems Technology – Dr. Delena Hukle & Ms. Cindy Layman, Directors

- Cisco sent a certificate recognizing Cindy Layman for 15 years of active participation and service in the Cisco Networking Academy Program.
- Two Computer Networking Technology students competed at the Mississippi SkillsUSA in 2014. Ben Bryan competed in Computer Maintenance Technology, and Brandon Robbins, Internetworking. Both students placed first in the state and will participate in the national competition in Kansas City, Missouri in June.
- The Special Problems in IST class is continuing placement of interns with various industries throughout the region. More companies are beginning to request interns. This year's interns were located at ICC, City of Tupelo, North Mississippi Medical Center, Amory schools, Itawamba County Schools, Tiffin Motorhomes, Exceed Technologies, Prime Logic, Computer Universe, United Furniture and MartinRea.
- **Cindy Layman**
 - Is an active member of BINaRE, Business, Innovation, Networking and Resource Exchange, and was elected as the 2014 treasurer. It is an organization that includes professionals in the North Mississippi area who meet monthly to keep up with ongoing changes in technology.
 - Serves as an adviser to CPNA.
 - Applied and was accepted as a CompTIA Authorized Academy Partner, which will allow the IST department access to discounted certification vouchers, IT curriculum material, complimentary instructor exam vouchers and access to recruiting resources. CompTIA is the voice of the world's information technology industry. As a nonprofit trade association advancing the global interests of IT professionals and companies, CompTIA's primary focus is in four main areas: education, certification, advocacy and philanthropy. Added all IST instructors to the CompTIA Academy so that the entire IST department will have access to all benefits.
 - Recently set up an account on the Microsoft IT Academy site and will be able to access certified Microsoft course materials and study guides for certification tests.
- IT Foundations adopted the PC Pro curriculum offered by TestOut and now all IST students have an opportunity to take the PC Pro certification (similar to CompTIA A+) as part of that class with no extra charge.

- Cisco Netriders Competition – open to all Cisco Networking Academy students. All third semester networking students participated in the competition in the fall of 2013. Brandon Robbins placed first in the state in rounds one and two of the competition.

First Round Results:

1. Brandon Robbins Itawamba Community College
2. Wayne Gowland Itawamba Community College
5. Corey Parker Itawamba Community College
9. Ben Bryan Itawamba Community College

Only one competitor from each school advances to round three following the round two test, and Brandon Robbins advanced to round three for Itawamba Community College. His ranking was 57th out of 84 in the final round, but this was from a field of competitors that began with more than 1,000 students from both the United States and Canada. The only other Mississippi community college competitor finished with a ranking of 79th in round three in comparison, and that was William Alford from East Mississippi Community College – Mayhew. Cisco has changed the NetRiders competition to spring so both second and fourth semesters networking students competed in NetRiders again during the last week of March.

- Chris Hill, Justin Stevens, Missy Dawson and Bethany Timmons were recognized among Who's Who Among Students in American Junior Colleges.
- Instructors are active members in the BINARe professional organization and attend monthly meetings. Several CPT students have joined BINARe.
- Instructors joined WHEMN and attended a two-day conference at Belden.
- Instructors became Microsoft IT Academy Partners in Education.
- **Doris McCreary** attended the Mississippi SkillsUSA competition in 2014.
- **Dr. Delena Hukle**
 - Recognized for 10 years of service and participation as an instructor in the Cisco Networking Academy.
 - Serves as Phi Theta Kappa advisor for the Beta Tau Sigma Chapter at the Tupelo Campus.
- In December 2013 the Computer Programming Technology program attained a 100 percent pass rate on the CPAS state examination.
- Instructors serve as Computer Programming Networking Association advisers for the student organization.
- CPNA members have been involved in collecting items for Survival, Inc., Angel Tree and the ICC/Northeast Food for Families Challenge.

Interpreter Training Technology Program – Ms. Nikki Martin, Director

- The students and instructor/program director **Nikki Martin** attended several deaf socials to build relationships with the deaf community.
- Several of the students attended workshops on specific skills in American Sign Language.
- Practicum students provide supervised interpreting services in the area.

Paralegal Technology – Ms. Jamie Hall, Director

- Established and facilitated a paralegal student internship program with local attorneys, law firms and the District Attorney's office. Six students are participating this spring.
- Developed a MS-CPAS practice course for Paralegal Technology students.
- Designed and updated online courses for the Paralegal Technology program.
- Recruited new students to the program and assisted recent graduates with job placement.
- Created an ICC Paralegal Technology twitter account.
- Mentored new adjunct instructors.
- Summer 2013 CPAS rankings – Rankings were not calculated due to the size of the student population in the summer, but all ICC students passed year I and year II exams at a proficient level or higher.
- Fall 2013 CPAS rankings – Statewide rankings (out of seven districts) – ICC ranked second for year I and third for the year II exam.
- **Jamie Hall**
 - Serves as a member of the eLearning Quality committee.
 - Attended the 2014 WHEMN Leadership Conference in Belden.
 - Attended the 2013 PS CTE summer conference in Jackson.
 - Completed Introduction to Strategic Thinking course (MOOC).
 - Is a member of the Mississippi Bar and serves on the Mississippi Bar Paralegals committee. She attended continuing legal education (CLE) seminars and Lee County Bar meetings.

Precision Manufacturing and Machining Technology – Mr. Barry Emison, Director

- Assisted with sponsoring the fourth annual TEK2GO Summer Manufacturing Camp, a collaboration with the ICC Continuing Education Department, Community Development Foundation and Hawkeye Industries. The 15 participants

ranged in age from 12-15 years old. Hands-on activities included PMMT, ELT, Welding (Workforce) and Hawkeye Industries. Take home projects were an aluminum pen made in PMMT and a clock made at Hawkeye Industries. Industry tours included General Atomics, Universal Asset Management, Stephens Resource Group and Hyperion Technologies.

- Hybrid courses to be offered for the first time in the fall of 2014 include MST 1413 and MST 1613.
- Participation in AMTEC, attendance at Fall Academy and participation in course creation for the online curriculum in Industrial Maintenance.
- Participation in “Expert Panel” at screening for American Made Movie at the Belden Center.
- 100 percent pass rate on 2013 Spring CPAS exam:
 - 50 percent rated Advanced
 - 37 percent rated Proficient
 - 12 percent rated Basic
 - None rated Minimal
- Purchase and installation of equipment to expand capabilities not previously taught – EDM Drill and CNC Plasma Cutter.
- Barry Emison was selected as the HEADWAE faculty honoree.
- Taught numerous Workforce and Continuing Education classes.
- Progress toward NIMS accreditation and instructor certifications.
- Mobile Lab activities:
 - Setup, training and development
 - Board of Trustees meeting/unveiling
 - Counselor’s Retreat
 - Presented at the training session for secondary teachers

Welding and Cutting Technology – Mr. Ron Brady, Director

- Welding and Cutting Technology students ranked second in the state for CPAS scores.

HEALTH SCIENCE INSTRUCTION – Mr. Harold Plunkett, Dean

- **Cindy Orrick**, Administrative Assistant
 - Attended the WHEMN conference, February 20-21, 2014.
 - Completed continuing education courses in Microsoft Access, Excel and Word to recertify the Certified Administrative Professional credential.

Associate Degree Nursing - Dr. Donna Williams, Director and Associate Dean of Nursing

- Graduation rate for 2013 – 68 percent.
- State Board pass rate for first write for 2013 – 87.5 percent.
- State Board pass rate for overall for 2013 – 93.05 percent.
- Mississippi Associate’s Degree Nurse Pass rate for NCLEX-RN for 2013 – 81 percent.
- Mississippi Bachelor’s Degree Nurse Pass rate for NCLEX-RN for 2013 – 82 percent.
- National Associate’s Degree Nurse Pass rate for 2013 – 83 percent.
- Job placement rate for 2013 – 100 percent.
- Students have represented the Associate Degree Nursing program in the Honors Celebration, Hall of Fame, McCarty scholarship, Mississippi Nurses Association scholarship, 40&8 scholarship and others.
- The AD Nursing faculty includes six doctoral-prepared nursing faculty and 12 masters-prepared nursing faculty.
- 100 percent of all AD Nursing faculty are members of the Mississippi Organization of Associate Degree Nurses.
- Nursing students and faculty participated in community service including the food drive, Safe Haven coat drive, Live Well Challenge for North Mississippi Medical Center/ICC and the Breast Cancer Awareness pink zone basketball game at ICC, Health Science Education Center contributions and ICC Alumni members.
- More than 2,000 hours were logged for community service.
- **Dr. Earnest Agnew**
 - Doctoral project is now posted on the Doctorate of Nursing Practice Wall of Fame.
 - Accepted another term as NLN Ambassador for ICC Nursing.
- **Toni Armstrong**
 - Currently serves on the Learning Resources and Excellence in Teaching committees.
 - Currently serves on departmental committees – active member of the A.D. Nursing Faculty Committee (chairman) and A.D. Nursing Department’s Educational Resources committee.
- **Mary Fleming-Parker**

- Designated education unit liaison for North Mississippi Medical Center/ICC.
- **Heather Hancock**
 - Maintains current nursing/nurse practitioner license in the state of Mississippi.
 - Member of Mississippi Nurses Association.
 - Member of Mississippi Organization of Associate Degree Nurses.
 - Member of the National Organization of Associate Degree Nursing.
- **Dr. Tamar Lucas**
 - Earned the Doctor of Education degree from the University of Phoenix in 2013.
- **Mallory Pennington**
 - Active member of the American Health Information Management Association and the Mississippi Health Information Management Association.
 - Serves as secretary for the Northeast Mississippi chapter.
 - Currently enrolled at the University of Mississippi Medical Center in the Health Informatics and Information Progression program.
- **Robin Phillips**
 - Adviser for the Student Nurse Organization from 2005-present.
 - MSII course coordinator, 2011-present.
 - Member of the Mississippi Organization for Associate Degree Nurses, 2004.
 - Presenter/instructor for Rinehart and Associates NCLEX Board Reviews.
 - Presenter at Mississippi Organization for Associate Degree Nurses Convention in Pearl.
 - NCLEX Review Student Session, March 2013.
 - Baldwyn First Baptist Church summer mission team nurse.
- **Dr. Mary Walden**
 - Coordinated student participation for Komen Race for the Cure in October 2013.
 - Coordinated student nurse participation of volunteers for the annual bluegrass concert at ICC in 2013.
- **Dr. Donna Williams**
 - Graduated from ICC's Leadership Development Institute, 2013.
 - Coordinated student nurse participation of volunteers for the annual bluegrass concert at ICC in 2013.

Health Information Technology – Ms. Donna Vaughn, Director

- 10 out of 12 graduates were placed in jobs related to the HIT field.
- Pass rates for first-time test takers are in line with the national average.
- Will implement a hybrid program where half of the classes will be taught online and the other half, seated in a classroom, in the fall of 2014.
- Implemented a new Certification Fundamentals course in the spring of 2014, in which students will take mock exams, domain exams and will include 70+ review hours. It is hoped that the course will enable ICC's students to achieve a 100 percent pass rate for first-time test-takers.
- Hosted the Northern District HOSA competition for 2014.
- Sponsored a SPD Festival at Veteran's Park in Tupelo and raised \$600 for SPD.
- Students received the MSHIMA Excellence awards with scholarships.
- Sophomore students were inducted into Who's Who Among Students in American Junior Colleges.
- Sponsored a lunch and activity for the Ronald McDonald House in 2014.
- National finalists for HOSA national competition in Nashville, Tennessee in July 2013 included Alan Kennedy, Sarah Trent, Ashleigh Kelley, Leslie Forbus and Ashley Anderson).
- **Lori Little** was nominated for the Jefferson Award.

Occupational Therapy Assistant Technology – Ms. Suzanne Chittom, Director

- 100 percent pass rate for all who have taken the Board exam.
- Sophomore class provided recreational equipment to the Hannahouse (adult day care center) in Tupelo.
- The freshman class had a successful pancake breakfast in February to raise funds for community service projects and to help with professional dues and conference attendance. All 14 freshmen attended the MSOTA Spring Conference on March 29.

Paramedic – Ms. Debbie Roebuck, Director

- Current paramedic students were volunteers in a mock disaster hosted by the North Mississippi Trauma System during its regional conference. They were featured on WTVA news on February 21, 2014.
- Students were provided the opportunity to attend portions of the Trauma conference, including the cadaver lab, during which they were lectured by Joe Holley, M.D. (MERI Education and Research Institute).

- **Debbie Roebuck** and **Kristi Glasson**, paramedic instructors, along with other paramedic faculty throughout Mississippi are currently creating a curriculum for Critical Care, a course to be taught in Mississippi, sought by flight paramedics as well as critical transport paramedics.
- The second group of students completed the revised paramedic curriculum with an 88 percent National Registry pass rate, which increased from last year's 82 percent. The national pass rate is currently 72 percent.
- The program is continuing to utilize a computerized practice exam to prepare students for National Registry.
- Evidence-based research is regard to Paramedic National Registry Exam and pass rates is being conducted.
- ICC hosted mandatory skills training for various agencies statewide, including Pafford Air and Air-Evac Lifeteam.
- Upon request, ICC faculty traveled to Ripley, Eupora, Booneville, Corinth and luka to implement the mandatory Paramedic refreshers. In accordance with National Paramedic Standards and Paramedic National Registry, every paramedic in Mississippi is required to participate in this 48 hours of continuing education. In addition to hosting these classes, ICC's program hosted three separate sets (48 hours each) of the same Refresher training at the Belden Center for local paramedics.
- Faculty attended the North Trauma Care Region conference.
- Faculty participated in cadaver lab training during Trauma conference.
- In July 2014, ICC's students will participate in a student symposium in Jackson, which will be conducted by paramedic educators throughout Mississippi as well as guest speakers. It is another attempt to prepare ICC's students for National Registry.

Physical Therapist Assistant Technology - Dr. Tom Hester, Director

- 100 percent employment rate and 100 percent board pass rates.

Practical Nursing - Dr. Donna Williams, Director and Associate Dean of Nursing

- Graduation rate for 2013 – 98 percent.
- State Board pass rate for 2013 – 97 percent.
- Job placement rate for 2013 – 100 percent.
- Won multiple awards during competition during the convention in May 2013.
- More than 400 hours of community service performed during 2013.
- Students and faculty participated in the emergency preparedness event with the Tupelo Police Department and the Lee County Sheriff's Department at the Tupelo airport.

- **Lisa McNeece**
 - Currently pursuing the Master of Science in Nursing degree at the University of North Alabama.
- **Lisa Pearson**
 - Currently pursuing the Doctor of Nursing Practice degree from Union University.
- **Pat Robbins**
 - Serves as the State Nurse Liaison for the American Red Cross.
 - Leadership Development Institute graduate in 2013.

Radiologic Technology – Mr. Paul Crum, Director

- 2013 graduation rate of 95 percent which exceeds the state/national average.
- First attempt board pass rate of 89 percent meets or exceeds the state/national average.
- Students finished in third place among state programs at the 2013 MSRT Student Prep Bowl competition in Biloxi.
- The Radiologic Technology Club contributed more than \$200 to St. Jude’s Children’s Hospital in 2013.
- Maegan Thorn, a first-year student in the program, was selected by the MSRT to represent the state as a student delegate at the national ASRT convention in the summer of 2014.

Respiratory Care Technology – Mr. Jim Newell, Director

- Continues to maintain 100 percent NBRC Board pass rates for participants.
- Continues to be ranked in the top 10 percent of programs nationally based on program outcomes.
- Has maintained 99 percent NBRC Board pass rate for the past five years.
- Hosted the American Lung Association’s Asthma Education program, which was attended by approximately 35 area health professionals.
- Participated in the reviewing and taking of the new 2015 National Board Exam Assessment.

Surgical Technology – Ms. Tonya Davis, Director

- Pass rate of 93 percent on the National CST exam (national average is 55 percent).
- Students have donated blood for community service.
- Students have volunteered at local food pantries.

DISTANCE LEARNING INSTRUCTION – Dr. Michelle Sumerel, Dean

- The program successfully implemented the conversion of more than 200 Blackboard courses to Canvas.
- The program ensured that 99 percent of online instructors successfully completed the Intermediate Canvas workshop during the 2013 fall semester.
- The eLearning program exceeded the goal set for student success in developmental English 0113 and English 0123 for the 2013 fall semester.
- **Carrie Boykin**
 - Attended the 2YC3 conference, November 22-23, 2013.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Billy Carson**
 - Attended the Mississippi Federal Reserve Educator Advisory Board meeting on December 2, 2013.
- **Jill Coker**
 - Serves on the eLearning Technology committee.
 - Nominated for the 2013-14 MSVCC Instructor of the Year.
 - Attended the English Curriculum meeting at Hinds Community College, November 2013.
 - Launched “On Campus Speech Sessions” for online speech students.
 - Attended “Using Freeware of Beef up Your Teaching” webinar.
- **Stacey Dees**
 - Serves on the eLearning Technology committee.
 - Attended Canvas Helpdesk training in Ridgeland, May 2, 2013.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Violet Gholston**
 - Accepted into the University of Mississippi Gamma Beta Phi Honor Society.
 - Attended the MBUG conference, September 15-17, 2013.
- **Jamie Hall**
 - Serves on the Mississippi Bar Paralegals committee, attended continuing legal education seminars and attends Lee County Bar meetings.
 - Serves as a member of the eLearning Quality committee, IE Planning and Assessment committee and Program Review subcommittee.
 - Attended the WHEMN conference, February 20-21, 2014.

- Developed a MS-CPAS practice course for Paralegal Technology students.
- **Rhonda Hallmark**
 - Attended the Social Science Curriculum Alignment meeting in Jackson, October 25, 2013.
- **Tim Huckaby**
 - Performed with the Tupelo Symphony Orchestra.
 - Performs with the Trinity Baptist Church Praise Band, performs and assists with the church choir.
 - Consulted with Mooreville High School's Marching Band.
 - Consulted and taught Mantachie High School's preschool drum and band camps.
- **Melanie Francis**
 - Serves on the eLearning Technology committee.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Holly Kirk**
 - Attended the WHEMN conference, February 20-21, 2014.
- **Brandi McCraw**
 - Selected to represent ICC at the Mississippi Community College Leadership Academy in June 2013.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Lynn Millender**
 - Serves as the adviser for the American Criminal Justice Association Omega Gamma Sigma Chapter.
 - Has increased the membership of the ACJCA chapter by 20 new members and plans to sponsor a law enforcement appreciation program for agencies within ICC's five-county district.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Rachel Mitchell**
 - Attended the Social Science Curriculum Alignment meeting in Jackson, October 25, 2013.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Dr. Laura Pannell**
 - Serves as president of the Mississippi Gerontological Society.
 - Received the ICC Award of Excellence, May 2013.
 - Serves on the North Mississippi State Human Rights Advocacy committee.
 - Article, "Walk a Mile in an Elder's Shoes" was published in the winter 2014 edition of the *Association for Gerontology in Higher Education Exchange*.

- Presented “Elder Abuse: Signs, Symptoms, Interventions in Home and Community Settings” at the 30th annual joint MH/IDD 2013 conference in Biloxi in October.
 - Presented “Aging Differences in Cultures/Ethics” at the NMMC Symposium in Tupelo in September 2013.
 - Presented 32 aging training seminars at local facilities.
 - Serves on the state Alzheimer’s Planning Council – Department of Mental Health.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Charles (Bo) Rowland**
 - Serves as the director of ICC’s Law Enforcement Technology program.
 - Attended the Social Science Curriculum Alignment meeting in Jackson, October 25, 2013.
- **Wanda Sullivan**
 - Was named one of ICC’s Lamplighter representatives.
 - Attended the English Curriculum Alignment meeting in Jackson, October 25, 2013 in Jackson.
 - Attended the Common Core Standards workshop in Hattiesburg, October 20, 2013.
 - Serves on the eLearning Technology committee.
 - Recipient of the NISOD Excellence award.
- **Michelle Sumner**
 - Serves as the dean of eLearning.
 - Serves as a member of the MSVCC eLearning Coordinator Association.
 - Attended the CTE conference in Jackson, August 5-6, 2013.
 - Attended the MSVCC Marketing committee meeting in Jackson, December 6, 2013.
 - Attended the SACS annual meeting in Atlanta, Georgia, December 7-10, 2013.
 - Attended the MSVCC Retention meeting in Jackson, December 11, 2013.
 - Serves as a member of the MCCB Chief Academic Officers organization.
 - Presented at the CFTTC preconference and conference in Biloxi, March 5-7, 2014.
 - Attended the WHEMN conference, February 20-21, 2014.
- **Tequila Sunrise**
 - Serves as the eLearning coordinator/Learning Management administrator and played a major part in transitioning the College from Blackboard to Canvas.
 - Serves on the MSVCC coordinator’s Technology committee and attends monthly meetings.
 - Attended Canvas instructor training in Tupelo, April 2, 2013.

- Attended Canvas/SIS Integration training in Jackson, April 18, 2013.
- Attended Canvas helpdesk training in Ridgeland, May 2, 2013.
- Attended MSVCC Boot Camp in Biloxi, September 25-27, 2013.
- Serves on the ICC eLearning committee, eLearning Strategic committee and chairs the eLearning Quality committee.
- Member of the MSVCC eLearning Coordinator Association, MBUG, AEOP and WHEMN.
- Attended the WHEMN conference, February 20-21, 2014.
- Attended the Creating Futures Through Technology Conference in Biloxi, March 5-7, 2013.
- Attends webinars for Canvas, Turnitin, NetTutor, Blackboard Collaborate, Responds and several others.
- **Beth Tuck**
 - Attended the WHEMN conference, February 20-21, 2014.

2. Student Support Goal

The College will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

Advising – Ms. Mande Miller, Director

- Invited as a presenter to the National Academic Advising Association Mississippi Advisors meeting to present a one-hour session on Technology in Advising.
- Advising Center coordinated the College Fair on both the Tupelo and Fulton campuses.
- Advising Center collaborated with Phi Theta Kappa to promote the implementation of C4 – Geek is the New Chic campaign promoting graduation.
- Collaborated with the Student Success Center, Writing Center and PACE to sponsor a Student Involvement Fair on both the Fulton and Tupelo campuses.
- Collaborated with TIS and the office of the Registrar/Director of Admission to develop and implement an online withdrawal form for students.
- Implemented a process for students to electronically sign in for the Advising Center.
- Advising Center offered 22 student seminars covering a variety of topics related to advising, developing an educational plan and preparing students for their future educational goals.
- Advising Center offered 23 professional development opportunities for faculty and staff advisers.

College and Career Planning – Mr. Marcus Simmons, Director

- Assisted in sponsoring the Career Boot Camp in April at the Tupelo Campus, which benefits current students with motivation, resume' writing and interviewing skills.
- Assisted in sponsoring the Summer Institute each June which provides professional development opportunities for area educators over a two week period.
- Provides Explorer and Choices counseling program training for area counselors at the high school and middle school levels. This year, the office provided four training sessions that covered most of North Mississippi.
- Sponsored the fall and spring meetings of the Tombigbee Counselors Association. The TCA is a professional organization for counselors in all schools in ICC's five-county district. The meetings this year allowed 50 area counselors meeting on campus to receive updates from Student Services, recruitment and other valuable information.

- Sponsored the Career and Technical Scholars luncheon in May. High school and Itawamba Community College career and technical education students who score 80 percent or higher on the MS-CPAS are guests at a luncheon in their honor and awarded medals for their achievement. Approximately 200 attendees are expected this year.

Learning Resource Center – Dr. Glenda Segars, Director

- Served as chair of the Mississippi Library Commission Board of Commissioners (appointed to the Board by Governor Haley Barbour) and Lee/Itawamba Library Board of Trustees (appointed to the Board by the Lee County Supervisors).
- Served on the Mississippi Broadband Advisory Council.
- Represented Mississippi at the annual Library Legislative Day at the Mississippi Capitol and at the American Library Association National Library Legislative Day activities in Washington, D.C.
- Served as an off-site reviewer for the Southern Association of Colleges and Schools.

PACE – Mr. Marty Cooper, Director

- PACE Program academic achievements:
 - A. Increased retention rate
 - Higher spring retention rate (93.92 percent, 66.12 percent) (PACE/Pre-Pace).
 - Higher fall retention is only available for fall 2012 (74.28 percent, 50.34 percent). Fall 2013 retention will not be available until fall 2014.
 - B. Increased persistence rate
 - Higher average hours passed (14.55, 8.25) (PACE/Pre-Pace).
 - Higher average GPA (2.86, 2.00).
 - Lower average courses dropped (.52, 2.37).
 - C. Decreased financial aid warning/probation
 - Lower academic probation rate (3.90 percent, 12.40 percent) (PACE/Pre-PACE).
 - Lower financial aid probation rate (8.03 percent, 30.58 percent).

Student Success Center – Dr. Bronson Prochaska, Director

- Offered tutoring for ICC students in 30 subjects on the Fulton and Tupelo campuses.
- Hosted EXAM CRAM sessions each night before final exams in December in the Fulton campus Student Success Center, which was open extended hours until midnight so students would have a place to study prior to their exams. Snacks, popcorn and coffee were served. Approximately 432 students took advantage of the study opportunity.
- Worked with students through the Success Mentoring Program which serves students in the Beginning Reading (REA 0113) classes. These students were required to attend a SUCCESS GROUP once per week at which time they worked in small groups of 4-6 students with a Success Mentor. These groups focus on practicing reading skills and additional exercises designed to follow the curriculum of the class, offering supportive exercises for the students.
- **Dr. Bronson Prochaska** and **Regina Moffett** serve the College as instructors for the freshman College Life/PACE class.
- Participated in the Housing Department’s training for Resident Assistants by offering a session explaining the College’s Early Alert Referral System and the importance of recognizing students in need of assistance on campus.
- Collaborated with Phi Theta Kappa Honor Society to host “Mid-Term Madness” in the Fulton Campus Student Success Center to assist students in preparing for their mid-term exams.
- Established a tracking system for student-athletes using the Success Center as a means for helping them to become successful in their college coursework and balance college coursework and athletics.
- Established the Student Involvement Fair on the Fulton and Tupelo campuses as a way to introduce students to campus organizations and encourage them to become involved at the College. All College organizations were represented and shared information about their group with students.
- Responsible for the College’s Early Alert Referral System, an early intervention program designed to provide intervention for students referred to the system by faculty/staff for academic/personal reasons. More than 2,000 alerts have been submitted thus far this school year (Fall 2013 -851 alerts and spring 2014-579 and counting).
- Offered 12 Success Seminars for students focusing on various topics such as “Want to Learn How to Study & Manage Your Time?,” “Getting Good Grades is Easy,” “Getting Ready for your Job Search-Resume Prep,” “Don’t Wait Until the Last Minute – Exam Prep” and “Finding the Best Career For You.”
- **Dr. Bronson Prochaska** served on the steering committee for the WHEMN conference hosted by ICC.
- **Dr. Bronson Prochaska** made presentations to athletic recruits and parents highlighting academic support services the College offers students.
- Hosted career testing each semester at the Student Success Center for Fulton Campus students who needed career guidance.

- Collaborated with the Student Government Association and Phi Theta Kappa to sponsor a “Food for Families” food drive at all three College locations pitting ICC against Northeast Mississippi Community College in a friendly rivalry competition to collect the most canned food items. ICC won the competition.
- After developing the EARLY ALERT REFERRAL PROGRAM at ICC in 2007 as a means for faculty and staff to report students they felt were at risk of failure or difficulty, the ICC Early Alert Program has become a national model. Representatives from colleges/universities from more than five states and eight institutions have inquired and requested information regarding the establishment, process and organization of this program.
- Advised 536 student contacts, coursework via computers in center – 7,551 student contacts, class preparation/study time – 5,296 student contacts, peer tutoring – 335 student contacts, success Seminars – 85 student contacts, Early Alerts – 851 alerts submitted by faculty, and Exam Cram sessions – 432 student contacts.

Writing Center – Ms. Anna Britt-Begnaud, Director

- Presented Writing Center orientation for 13 beginning and intermediate English classes.
- Consulted online with 604 nursing students during September 2013.
- Hosted ICC’s Third Annual National Day on Writing, which included 64 submissions from ICC students, faculty and staff and 102 submissions from art and English students from high schools in ICC’s five-county area.
- Presented a competition writing workshop for 44 Licensed Practical Nursing students.
- Conducted a writing workshop for LPN students submitting essays for this year’s competition.
- Three of last year’s workshop students received first, second and third in the competition. Presented nine writing workshops on issues of college writing on both the Fulton and Tupelo campuses.
- Student comments from satisfaction surveys included “Keep being there for us,” “One-on-one is great” and Flexibility of hours is awesome.”
- **Anna Britt-Begnaud**
 - Elected interim vice-chair of the Mississippi Writing Center Association board.
 - Served as the Two-Year College Representative for the International Writing Center Association Board.
 - Served on the International Writing Center Association Marketing Committee.
 - Presented “Writing at the Community College” at the University of Mississippi Transitioning to College Writing Symposium.

- Proposal submitted, “Inclusive Responsivity: Building a Collaborative Foundation for Advancing Literacy Practices – a Panel Proposal for the 2014 Watson Conference,” to present at the Watson Conference for Rhetoric and Composition, October 2014, in Louisville, Kentucky.

STUDENT SERVICES DIVISION – Mr. Buddy Collins, Vice President

- Distributed electronic newsletters, PARENT NOTES, monthly to parents/guardians of students who participated in the 2012 and 2013 summer orientation sessions.
- Completed work and submitted documentation on all components of OCR compliance.
- Published annual OCR compliance ad in the Daily Journal in August, 2013.
- Coordinated volunteers and facility setup for the 18th annual Bluegrass concert, March 8, 2014.
- **55 students elected to Who’s Who Among American Junior Colleges**

Fifty-five Itawamba Community College students have been selected to Who’s Who Among American Junior Colleges. They include: **Aberdeen** – Emily E. Earnest, Mary Elizabeth Jones, Jody B. Williams, Jerrie N. Kendrick, Delores Schrock, Crystal Conaway; **Amory** – Amanda C. Segovia, Gregory L. Hadley, Reagan Livingston, Ridgeland C. Dabbs; **Baldwyn** – Anna Katherine Letson, Megan C. Lyons; **Belden** – Ethan Reed Park; **Blue Springs** – Trevor K. Hood. Patience Campbell; **Booneville** – Alan Kennedy; **Cherokee, Ala.** – Jessica L. Reid; **Ethel** – William Blake Trehern; **Fulton** – Beverly R. McDowell, Juel A. Stanley, Bethany J. Timmons, Andrea Senter; **Golden** – Leslie Anne Robinson; **Guntown** – Laura Starling; **Hamilton** – Austin C. Nevins, Sarah G. Guess; **Houlka** – Shelby R. Edwards; **Houston** – Zachary M. Wilkinson; **Lamar** – Kirby D. Jones; **Mantachie** – Betsy M. Kingsley; **Marietta** – Brianna L. Barnes; **Mooreville** – Christopher R. Robinson; **Myrtle** – Benjamin Whisenant; **New Albany** – Maria L. Solis; Olive Branch – Randall L. Brown; Plantersville – Michael S. Bumphis; Pontotoc – Hart E. Robbins, Aaron B. Jenkins, Victoria Tackitt; **Randolph** – Cheston B. Crawford; **Ripley** – Antonio D. Arnett; **Saltillo** – Torie Makel Hutchins, Eva Missy Dawson; **Shannon** – Christopher L. Hill; **Starkville** – Michael R. Brand, Tory J. Rice; **Tremont** – Leah L. Pharr; **Tupelo** – Donald Griff Loftis, Kelli Nicole Spearman, Lynn M. Dunnam, Martin D. Kelly, Ashleigh N. Kelley, Sarah Trent; **Vardaman** – Ladeidra Douglas; and **Verona** – Justin A. Stevens. ICC’s nominees were selected by faculty and staff on both the Fulton and Tupelo campuses based on their academic success, leadership abilities and volunteer efforts. They join an elite group of students from more than 1,400 institutions of higher learning in all 50 states, the District of Columbia and several foreign nations. Outstanding students have been recognized in the annual directory since it was first published in 1966. ICC’s students will be featured in the 2014 edition of the *Mirror*, the college yearbook.

- **Trevor Hood** of Blue Springs and **Anna Katherine Letson** of Baldwin were selected as Mr. and Miss Itawamba Community College for 2013-14.
- Eleven Itawamba Community College sophomores were named to the Hall of Fame for 2013-14. They include **Michael Bumphis** of Nettleton; **Patience Tara Campbell** of Blue Springs; **Amanda Douglas, Jake Holcomb, Austin Long, Hart Robbins**, all of Pontotoc; **Sarah Guess** of Hamilton; **Julie Miller** of Fulton; **Latericka Snow** of Okolona; **Blake Trehern** of Kosciusko and **Cody Haney** of Tupelo.
- Awarded \$90,000 in private donor scholarships during the 2013-14 college year.
- Assisted with the coordination of the ICC Food for Families Challenge, which collected 6,106 pounds of food for distribution in Itawamba County. ICC defeated Northeast, which collected 2,931 pounds of food, in the challenge.
- Continued its personal counseling services for students with the utilization of an off-campus professional.
- Honorees for Homecoming 2013 included **Marilyn Sumerford**, Alumnus of the Year; and **Wayne Newsom** and **Vick Etheridge**, Athletic Hall of Fame. Homecoming was September 28.
- Members of the Homecoming court included **Makel Hutchins**, queen; **Logan Whitworth** and **Lynn Dunnam**, Fulton Campus sophomore maids; **Faith Cook** and **Cristina Forrester**, Tupelo Campus sophomore maids; **Lakiedra Hoskins** and **Brianna Hernandez**, Tupelo Campus freshman maids; **Ashley Rushing** and **Molly May**, Fulton Campus freshman maids.
- **Michael Holloway** presented “Recruiting Itawamba” for a September professional development session.
- **Buddy Collins** presented information about emergency preparedness at a November professional development session.
- Assisted with the renaming ceremony for the David C. Cole Student Services building.
- **Emily Tucker** submitted a column for the *Daily Journal’s* College Prep Guide.
- Submitted information for publication in *Mississippi NEXT*.
- Revised the *Adult Learner Guide*.
- Assisted with the coordination of the Commencement ceremonies.

Admissions and Records – Ms. Cay Lollar, Director & Registrar

- Admissions/Records had perfect Mississippi Community College Board admissions audits for fall 2012 and spring 2013.
- The admissions section of the ICC *Catalog* was reviewed and revised for the 2014-2015 Catalog.
- **4,946** transcripts from other colleges and high schools were received, scanned and processed for ICC students from April 1, 2013 through January 31, 2014.
- **10,795** letters were sent to ICC applicants from April 1, 2013 through January 31, 2014.
- **9,010** applications for admission were processed and scanned for students by admit code from April 1, 2013 through January 31, 2014.
- **281** grade changes were processed for students during 2013.
- **5,818** current student records were set up for students enrolled during the spring 2013 semester.
- **362** current student records were set up for students enrolled during the summer 2013 term.
- **6,705** current student records were set up for students enrolled during the fall 2013 semester.
- **6,968** ICC transcripts were mailed (**2,475**), e-scripted (**4,421**) and faxed (**72**) to colleges, employers and others from April 1, 2013 through January 30, 2014.
- **1505** Degrees/Certificates were awarded to 1489 students:
 - 811 Degrees/Certificates awarded -- May 2012
 - 161 Degrees/Certificates awarded – summer 2012
 - 244 Degrees/Certificates awarded -- December 2012
- **461** took the Residual ACT on the Fulton Campus from April 1, 2012 through January 30, 2013.
- **54** (summer 2012) and **120** (fall 2012) students who failed to meet admission requirements were contacted. These contacts were made by phone, mail and classroom visits. Admission requirements must be met to continue as an ICC student.
- **2,805** transcripts from other colleges were evaluated and articulated from March 6, 2011 through March 18, 2013.
- **8,368** Excessive Absence Forms were processed in 2013:
 - 4,206** Forms Spring 2013 – **3,934** Students
 - 245** Forms Summer 2013 – **228** Students
 - 3,917** Forms Fall 2013 – **3,692** Students

- **2,445** Readmission Forms were processed in 2012:
1,314 Forms Spring 2013 – **814** Students
49 Forms Summer 2013 – **45** Students
1,082 Forms Fall 2013 – **693** Students
- **3,276** No Shows were processed in 2013:
1,327 Forms Spring 2013 – **570** Students
167 Forms Summer 2013 – **104** Students
1,782 Forms Fall 2012 – **636** Students

Housing – Mr. Chad Case, Director

- New washer and dryers have been installed at no cost to the College.
- Newer cameras were installed in Pontotoc Hall to ensure the safety of the students.
- Programs presented include Hunter’s Safety, House Cleaning 101, Domestic Violence, Career Game and Learning Canvas.
- Next fall, the Housing Department will work with the Mississippi State University Extension office and PACE director Marty Cooper to coordinate a program teaching students how to “Take Control of Their Money.”

Student Affairs – Dr. Brad Boggs, Director

- August and December 2013 and January 2014 – Student Affairs hosted QuickConnect sessions on the Tupelo and Fulton campuses. This new initiative provided a come-and-go registration and orientation for new students who did not attend traditional or adult orientations.
- June and July 2013 – The offices of Student Affairs presented Freshman Orientation sessions to May 2013 high school graduates. Student Affairs personnel presented information, advised and registered all incoming freshmen during these sessions.
- The Director of Student Affairs worked collaboratively with the Director of Advising and the Director of PACE to present an orientation session for the parents of all incoming freshmen. The Director of Student Affairs, Director of Advising and the Director of PACE presented and talked to all parent groups that attended summer orientation.
- Fall 2013 – The Tupelo Campus Student Government Association worked with the local Salvation Army to provide Christmas gifts for 50 Angels for an Angel Tree on campus; sold Krispy Kreme doughnuts to raise funds, which were

used to purchase prizes for a raffle; raffled off prizes donated by several area businesses to raise funds which were donated to purchase gifts for the Angel tree; led an effort for the placement of two bicycle racks on the Tupelo Campus and assisted with the ICC vs. Northeast Food Challenge.

- Spring 2014 - SGA sponsored the annual Black History Month program. The speaker was Tony Horton; SGA President Marie Dillard participated in the Big Brothers & Big Sisters: Northeast Mississippi: Bowl for Kid's Sake 2014 and the SGA will host an Easter Bunny visit/story time at the Childcare Center on the Tupelo Campus.
- The Director of Recruitment and Orientation worked collaboratively with TIS to develop a new recruiting portal on ICC's website to assist potential students with admissions, financial aid, housing, campus tours and scholarship information.
- The office of Student Affairs was restructured, and certain staff members were designated as recruiters to better focus on the recruiting mission of the College. Others were designated as advisers to handle the needs of new and current students more effectively and efficiently.
- The Indian Delegation conducted several individual campus tours since Aug. 30 and also hosted Baldwyn High School, Tupelo Vocational-Technical Center, Amory Vocational-Technical Center, Itawamba Vocational-Technical Center, Tremont High School senior class, Okolona Vocational-Technical Center, Okolona High School senior class, West Point High School senior class and the Pontotoc Vocational-Technical Center business and technology class.
- Indian Delegation meets weekly, and each member is assigned a weekly office hour to conduct tours and write postcards to junior and seniors in ICC's district high schools/vocational centers.
- Student Affairs worked collaboratively with College and Career Planning to sponsor and support the Tombigbee Counselor Association fall and spring meetings on both campuses – approximately 40 area high school and vocational counselors from the area attended the meetings.
- Spring 2014 - Student Affairs worked collaboratively with College and Career Planning to host the annual Career and Technical Education Scholars Luncheon at the Belden Center. The event honors area secondary career and technical students who scored 80 percent or higher on the MS-CPAS – approximately 130 people attended the event.
- Spring 2014 - The Tupelo Campus Career Center worked collaboratively with College and Career Planning to host a Career Boot Camp for students. The event provided various services ranging from resume' proofing and mock interviews for students.
- Student Affairs worked with the office of Advising to sponsor College Fairs on both the Fulton and Tupelo campuses to assist with transfer options after graduation from ICC, October 2013.

- ACT and Academic scholarships were increased to reflect tuition increases, and the required ACT score to receive a full tuition, room and board scholarship was reduced from 30 to 28.
- Awarded the first Adult Learner Incentive Scholarships during the 2013 fall semester. A limited number of half-tuition scholarships are available each semester for new or returning students 23 years of age or older, who are Mississippi residents and not enrolled in college for the previous two years. Criteria for selection include enrollment in a minimum of six semester hours, meeting admission requirements, in good standing with ICC and completion of the Federal Application for Student Aid. The scholarship pays for two classes for one semester.
- Student Affairs personnel conducted phone call campaigns before the start of each semester in an attempt to recover eligible students who were previously enrolled at ICC, but had failed to sign up for classes.
- Work began on an adult learner enrollment guide, which will be distributed to all prospective adult learners.
- Added Scout, student recruiting portal, to the ICC website.
- Presented Adult Learner Orientation sessions.

Student Recruitment & Scholarships – Mr. Larry Boggs, Director

- To better serve current and potential students, the office of Student Affairs has been restructured. Certain staff members have been designated as recruiters to reach out more and focus on the recruiting mission of the College, and others are designated as advisors to handle the advising, registration and counseling needs of new and current students.
- In order to continue to increase enrollment, there was a need to increase the College's recruiting presence, expand its focus and set recruiting goals with various populations. This year's goals will not only focus on high school seniors, but also target freshmen, sophomores and juniors at area high schools and vocational centers. Exposing students to ICC at an earlier age should increase awareness of the College and the benefits of attending and make them easier to recruit as seniors. It will also help promote ICC's career and technical programs and inform students about dual enrollment/dual credit opportunities.
- Plans also include a focus on placing more efforts toward the recruiting of adult learners and GED graduates. Strategies are in place and materials are being developed to assist in identifying adults who desire to return or begin college and to connect them with an ICC recruiter or advisor to assist them in the process.
- With the assistance of TIS, the area of Student Recruitment, Scholarships and Orientation has created a recruiting portal on the ICC website called Scout. Scout is a great resource where potential students can obtain needed

information about the admissions process, financial aid and scholarships, housing, campus tours and much more. More than 600 campus tours have been scheduled by potential students through Scout already this year.

- ICC's redesigned, student-led Freshman Orientation continues to be a success as a whopping 99.9 percent of the 1,600 students who attended indicated that they had a great experience at orientation. It has proven to be a great way to provide students the information needed for a good start in college.
- And lastly, to keep ICC's scholarship program as one of the best in the state, the amounts of our ACT and Academic-based scholarships were raised to reflect increases in tuition over the last few years. In addition, the required ACT score to receive a full tuition, room and board scholarship was reduced from a 30 to a 28. In addition, an Adult Learner Scholarship was created to help students age 23 or older, who have not been in school in two or more years with the cost of returning to school.
- Scholarships awarded to entering freshmen for the 2013-14 school year include:
 - 28+ ACT Scholarship 41
 - 24-27 ACT Scholarship 171
 - 22-23 ACT Scholarship 190
 - Valedictorian/Salutatorian 28
 - Academic Scholarship 217
 - Regular Career Incentive 7
 - Special Career Incentive 17
 - Special Achievement 92
 - Leadership 555
 - Adult Learner 168

Financial Aid – Mr. Bob Walker, Director

- Attempting to implement all Federal Student Aid regulatory changes.
- No audit findings.
- Disbursed \$25,692,253 in Federal Student Aid for 2012-13.
- Member of the U.S. Department of Education's Quality Assurance Division.

State Aid

- Disbursed \$646,507 in State Student Aid in 2012-13.

- ICC has awarded more State aid to more students than any community college in Mississippi, including 26 eminent scholars.

Veterans

- Yellow Ribbon School.
- Program of excellence executive order 13607.
- Participating in the VRAP program.
- One audit Finding.
- Served approximately 300 soldier students receiving military education benefits for 2012-13.
- ICC is now a member of the Service members Opportunity Colleges Consortium, through which it ensures service members and their family members share in appropriately accredited postsecondary educational opportunities available to other citizens. Flexibility of programs and procedures particularly in admissions, counseling, credit transfer, course articulations, recognition of non-traditional learning experiences, scheduling, course format and residency requirements are provided to enhance access of military students and their family members to higher education programs.

County Tuition Grants

- Disbursed \$474,664 in county tuition grants in 2012-2013.

Outreach

- Participated in the Annual College Goal Sunday programs throughout the ICC five-county area.
- Visited area high schools and conducted financial aid workshops.
- **Nita Spencer** of the ICC Financial Aid office was the honorary coach for the breast cancer awareness women's basketball game, February 6, 2014.
- The Financial Aid office scheduled FAFSA Fridays, beginning January 17, at both the Fulton and Tupelo campuses to assist prospective students with the completion of the Free Application for Federal Student Aid.
- ICC's Financial Aid office and the office for Americas' Heroes (military education benefits) was open every Saturday morning during August 2013 and January 2014 at both the Fulton and Tupelo campuses to provide assistance.

3. Technology Goal

The College will use the latest and most appropriate technology to support and enhance all operations, programs and services.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Telecommunication & Information Services – Mr. Allen Coleman, Director

- Answered 642 live chat requests.
- Completed 1,941 Work Orders.
- Created myTribe portal.
- Completed College website upgrade.
- Created Scout, prospective student website.
- Built a campus tour scheduling system.
- Built an enrollment prediction software.
- Installed various Banner upgrades.
- Completed a phone system replacement study.
- Assisted in technology setups, including professional development, registration and orientation.
- Revamped wireless system for Belden Center, all of the Tupelo Campus, Amory WIN Job Center, Pontotoc WIN Job Center, Houston WIN Job Center, Natural Science building, Health Science building and TIS building.
- Upgraded network wiring in Natural Science building.
- Revamped network hardware and configuration in Natural Science building.
- Installed network infrastructure during old Health Science building renovation.
- Revamped network hardware and configuration in old Health Science building on the Fulton Campus.
- Coordinated with contractor installing more than 2,000 network cables in Health Science Education Center on the Tupelo campus.
- Upgraded Trackit work order system and moved it into the new network domain.
- Installed a new server for Ad Astra scheduling software and installed new version.
- Implemented new web filter security system (iBoss Secure Web Gateway).
- Implemented new Intrusion Detection/Protection system (iBoss Threat).
- Installed and virtualized new BASIS system on the Fulton Campus.

- Integrated the new Health Science Education Center – Access Control with existing BASIS system.
- Installed and virtualized new video servers on the Tupelo Campus.
- Installed and integrated 28 new IP cameras in the new Health Science Education Center, Student Services Building and Student Support Center.
- Upgraded 35 Apple Macs to 10.9.x operating system in the Fine Arts Music and Art labs.
- Integrated 13 Apple Macs in the Music Piano lab in the ICC domain.
- Updated 21 Apple iMacs to the latest version of Creative Suite 6 in Fine Arts – Art lab.
- Updated or reinstalled the operating system on all Apple iMacs and MacBooks in TIS, Maintenance and Community Relations and integrated them into the ICC domain.
- Installed a new classroom video capture software, Camtasia, for eLearning.
- Installed more than 250 computers in offices and labs in the Health Science Education Center on the Tupelo campus.
- Installed 21 projectors and SmartBoards in classroom in Health Science Education Center.
- Set up Tupelo phone system for IP phones and deployed all IP phones in the Health Science Education Center.
- Deployed required software to staff offices, instructor offices and computer labs in Health Science Education Center.
- Installed camera and DVR system in SIM lab in the Health Science Education Center and have upgraded it multiple times to support enhanced capability.
- Installed new wireless access points in every classroom in the Health Science Complex.
- Assisted in implementation of Polycom video conferencing system.
- Assisted guests at Belden conference center with technology needs.
- Installed network cabling in Student Support Center on the Tupelo Campus.
- Revamped network hardware and configuration in the Student Support Center.
- Relocated computers and printers in the Student Support Center on the Tupelo campus and upgraded all phones to IP phones.
- Installed wireless access points in the Student Support Center.
- Installed 31 computers in room 122 for the Writing Lab in the Student Support Center.
- Relocated computers and printers for Campus Police and upgraded phones to IP phones.
- Relocated Financial Aid computers and phones on the Tupelo Campus.
- Installed 12 new computers in the old Career Center area of Student Services on the Tupelo Campus for Financial Aid.
- Relocated computers from Student Support Center 103 to 101 (Open lab).

- Relocated computers from AEC 134 to Student Support Center 103.
- Replaced computers in Student Support Center 106.
- Installed new network switches in AEC 124 and AEC 134 and deployed Windows 8.1 on computers in AEC 124 and AEC 134. Replaced all wireless access point in AEC and replaced 25 computers in AEC room 134.
- Reimaged all computers at each WIN Job Center.
- Replaced 21 computers in the lab at the Amory WIN Job Center.
- Installed 21 new computers in room 318, battery backup in server room, and network cabling for a new Smart Lab in the Belden Center.

4. Campus Climate Goal

The College will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

STUDENT SERVICES DIVISION – Mr. Buddy Collins, Vice President

- Presented Black History Month programs on both the Fulton and Tupelo campuses. The Fulton Campus program, which was February 18, featured Patty Tucker of Shannon, executive director of the Northeast Mississippi Chapter of the American Red Cross, and the speaker for the Tupelo Campus program was Tony Horton of Saltillo, administrator for the Houston Middle School.
- **Buddy Collins, Brad Boggs, Carrie Ball-Williamson and Jon Williams** were frequently among the guests for ICC's monthly program on SuperTalk.
- With the assistance of the Partnership for a Healthier Mississippi, the College purchased a five-year supply of ICC Tobacco-Free materials.
- The Fulton Campus Student Government Association conducted a soda tab collection to benefit the Ronald McDonald House, which is affiliated with St. Jude.
- The Fulton Campus Student Government Association coordinated a wide range of student activities during 2013-14, including but not limited to, Homecoming week and Indian Week.
- ICC continued to operate shuttle service between the Fulton and Tupelo campuses.
- Honored both past and current members of the armed forces during a successful Military Appreciation Night at the Fulton Campus, August 29.
- Coordinated volunteers and facility setup for the 18th annual Bluegrass concert, March 8, 2014 that raised \$40,000 for the Regional Rehabilitation Center.

Campus Police – Chief Ricky Brasel

- Revised/updated the College's Continuity of Operations Plan and printed copies for the cabinet as well as individual sections for the offices/departments included.
- ICC's Campus Police provides all police services for the University of Mississippi Tupelo Campus.
- Communications systems for the Tupelo Campus and Belden Center have been updated.
- The Fulton/Tupelo Campus Emergency Procedures Manual was revised and distributed.
- Recommended taser guidelines and policy.

- ICC ALERT was utilized to notify students, faculty and staff of the College's closure two days in February because of inclement weather.

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

- **PACE – Mr. Marty Cooper, Director**
 - PACE students conducted a 5K race, which raised \$10,000 for the Diabetes Center in Tupelo to help make other students and the community aware of this disease.

5. Fiscal Goal

The College will maintain sound financial management while focusing on programs and services vital to the mission of the College.

BUSINESS SERVICES – Mr. Jerry Senter, Vice President

- Established a Recognition of Excellence Award for Support Staff including the system to be used to nominate, select and award the recipients.
- Provided assistance in the establishment of the Scholarship Appeals Committee to hear appeals for students who no longer meet scholarship criteria and wish to appeal that decision. Provided a member to serve on that committee.
- Recommended and received Board of Trustees approval to establish an eLearning fee to help boost revenues and provide funds to offset the amount charged by the State Board for all eLearning classes and students.
- Provided a system to monitor and control the amount of funds used to hire institutional work study students. The system included guidelines by which students qualify and are selected as an institutional work study and a monthly report to departments which utilize institutional work study students as an aid to control the expenditures. This helped to reduce expenditures by \$250,000.
- Provided guidance in the training and reassignment of duties for the managers and directors of the Business Services Division, which saved the College approximately \$80,000.
- Worked with and received from ICC's public auditors a "clean audit" for the fiscal year 2012-13. "Clean audit" is defined as one with no findings which must be dealt with in the business operation of the College and for which the opinion given by the auditors is unqualified.
- Provided financial recommendations which allowed the College to have a balanced budget during a time in which enrollments were dropping.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Physical Plant – Mr. Thomas Bonds, Director

- Secured ARC Grants in the amount of \$610,000 to help fund furnishings and equipment for the new Health Science Education Center.
- Achieved a cost savings of \$374,458 for electricity, gas and water for the 12-month period ending February 2013.

ECONOMIC AND COMMUNITY SERVICES – Mr. James Williams, Vice President

- Participation in the “Make It In Mississippi” grant consortium. This \$1.9 million award from the Commerce and Labor departments is aimed at expanding Mississippi manufacturing and reshoring manufacturing jobs that were abroad.

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

Child Development Technology – Ms. Carol Bishop, Director

- Five state grants were awarded by the Mississippi State Department of Education for Early Childhood Projects in Mississippi. ICC’s Early Childhood program was the only community college in the state listed as a partner.
- Itawamba Community College is partnering with the Gilmore Foundation. The Foundation’s new Early Childhood Initiative will use the Associate of Applied Science in Early Childhood Education to fill all of the assistant teacher positions for the Promise School Grant, which is being implemented in Amory and Aberdeen in the fall of 2014.

PRESIDENT – Mr. Mike Eaton

Institutional Advancement – Mr. Jim Ingram, Director

- Itawamba Community College and the Foundation hosted a roast for outgoing President David Cole that raised \$90,000 for the Foundation.
- Contributions of over \$ 72,000 to the ICC Foundation by Faculty/ Staff through payroll deduction.
- Walk of Memories project has sold approximately 325 bricks for the Foundation.

6. Growth Goal

The College will strive to achieve an annual enrollment increase.

INSTRUCTIONAL SERVICES – Dr. Sara Johnson, Vice President

- Implemented Dual Credit Enrollment program with all district high schools.

PACE – Mr. Marty Cooper, Director

- PACE Program academic achievements:
 - D. Increased retention rate
 - Higher spring retention rate (93.92 percent, 66.12 percent) (PACE/Pre-Pace).
 - Higher fall retention is only available for fall 2012 (74.28 percent, 50.34 percent). Fall 2013 retention will not be available until fall 2014.
 - E. Increased persistence rate
 - Higher average hours passed (14.55, 8.25) (PACE/Pre-Pace).
 - Higher average GPA (2.86, 2.00).
 - Lower average courses dropped (.52, 2.37).
 - F. Decreased financial aid warning/probation
 - Lower academic probation rate (3.90 percent, 12.40 percent) (PACE/Pre-PACE).
 - Lower financial aid probation rate (8.03 percent, 30.58 percent).

CAREER AND TECHNICAL INSTRUCTION – Mr. Tony Tice, Dean

- Toyota AMT program inaugural class started in the fall 2013.

Paralegal Technology – Ms. Jamie Hall, Director

- Established and facilitated a paralegal student internship program with local attorneys, law firms and the District Attorney's office. Six students are participating this spring.

Precision Manufacturing and Machining Technology – Mr. Barry Emison, Director

- Mobile Lab activities:
 - Setup, training and development
 - Board of Trustees meeting/unveiling
 - Counselor's Retreat

- Presented at the training session for secondary teachers

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Telecommunication & Information Services – Mr. Allen Coleman, Director

- Worked with various departments in the redesign of the website

STUDENT SERVICES DIVISION – Mr. Buddy Collins, Vice President

- **Buddy Collins, Brad Boggs, Carrie Ball-Williamson and Jon Williams** were frequently among the guests for ICC's monthly program on SuperTalk.

Student Affairs – Dr. Brad Boggs, Director

- The Indian Delegation conducted several individual campus tours since Aug. 30 and also hosted Baldwin High School, Tupelo Vocational-Technical Center, Amory Vocational-Technical Center, Itawamba Vocational-Technical Center, Tremont High School senior class, Okolona Vocational-Technical Center, Okolona High School senior class, West Point High School senior class and the Pontotoc Vocational-Technical Center business and technology class.
- Indian Delegation meets weekly, and each member is assigned a weekly office hour to conduct tours and write postcards to junior and seniors in ICC's district high schools/vocational centers.
- Student Affairs worked collaboratively with College and Career Planning to sponsor and support the Tombigbee Counselor Association fall and spring meetings on both campuses – approximately 40 area high school and vocational counselors from the area attended the meetings.
- Spring 2014 - Student Affairs worked collaboratively with College and Career Planning to host the annual Career and Technical Education Scholars Luncheon at the Belden Center. The event honors area secondary career and technical students who scored 80 percent or higher on the MS-CPAS – approximately 130 people attended the event.
- Spring 2014 - The Tupelo Campus Career Center worked collaboratively with College and Career Planning to host a Career Boot Camp for students. The event provided various services ranging from resume' proofing and mock interviews for students.

Student Recruitment & Scholarships – Mr. Larry Boggs, Director

- Scholarships awarded to entering freshmen for the 2013-14 school year include:
 - 28+ ACT Scholarship

▪ 24-27 ACT Scholarship	171
▪ 22-23 ACT Scholarship	190
▪ Valedictorian/Salutatorian	28
▪ Academic Scholarship	217
▪ Regular Career Incentive	7
▪ Special Career Incentive	17
▪ Special Achievement	92
▪ Leadership	555
▪ Adult Learner	168

Financial Aid – Mr. Bob Walker, Director

- Disbursed \$25,692,253 in Federal Student Aid for 2012-13.
- Served approximately 300 soldier students receiving military education benefits for 2012-13.

Outreach

- Participated in the Annual College Goal Sunday programs throughout the ICC five-county area.
- Visited area high schools and conducted financial aid workshops.
- **Nita Spencer** of the ICC Financial Aid office was the honorary coach for the breast cancer awareness women’s basketball game, February 6, 2014.
- The Financial Aid office scheduled FAFSA Fridays, beginning January 17, at both the Fulton and Tupelo campuses to assist prospective students with the completion of the Free Application for Federal Student Aid.
- ICC’s Financial Aid office and the office for Americas’ Heroes (military education benefits) was open every Saturday morning during August 2013 and January 2014 at both the Fulton and Tupelo campuses to provide assistance.

ECONOMIC & COMMUNITY SERVICES – Mr. James Williams, Vice President

Workforce Training – Ms. Denise Gillespie, Team Leader

- Workforce staff member is President of Workplace Safety and Environmental Association (WESA) for the second year, and ICC hosted the annual conference.
- Mobile Lab Events:
 - ICC Homecoming.

- MDA – Jackson.
- Counselor’s Retreat – Belden.
- Workforce Summit – Coahoma Community College.
- Teacher’s Conference – Florence, Alabama.
- Itawamba and Lee County Career Discovery Teachers – Belden.
- Tremont Juniors and Seniors – Belden.
- CREATE Foundation – Belden.
- Innovate Mississippi – Jackson .
- Developed and offered new courses in Rigging Safety and Diversity.
- Developed workforce modules in Hydraulics/Pneumatics, Electrical and Concepts of Lean Manufacturing that can be used as standardized curriculum throughout the Mississippi Corridor Consortium region. These courses were validated by CTE instructors and industry partners.

7. Building Goal

The College will construct and improve facilities based on prioritized needs as funds become available.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Physical Plant – Mr. Thomas Bonds, Director

- Addition and renovation of the Tupelo Campus Bookstore.
- Constructed walls in the David C. Cole Student Services building at the Fulton Campus for the Housing office and installed a door for Financial Aid.
- Relocated programs in the Health Occupations building at the Tupelo Campus and Health Science building at the Fulton Campus to the new Health Science Education Center at the Tupelo Campus.
- Renovated the Health Occupations building at the Tupelo Campus, relocated staff and renamed the building the Student Support Center.
- Bid total renovation to the HVAC system in the Health Science building at the Fulton Campus.
- Totally renovated the Health Science building at the Fulton Campus and converted it to a classroom facility for business education, math and speech.
- Constructed walls to create office space in the Technical Education Building at the Fulton Campus.
- Continued construction and completion of the Health Science Education Center at the Tupelo Campus.
- Updated Master plan for all ICC locations.
- Completed OCR handicap list mandated by the OCR Compliance Review.
- Installed an irrigation system at the new Health Science Education Center at the Tupelo Campus.
- Installed landscaping and sod at the new Health Science Education Center at the Tupelo Campus.
- Replaced a 20-ton HVAC unit in the Toyota area at the Belden Center.
- Replaced a 10-ton HVAC unit in the west upstairs hall at the Belden Center.
- Replaced two 15-ton HVAC units in the Student Support Center at the Tupelo Campus.
- Replaced the 400,000 BTU main shop furnace in the F Building at the Tupelo Campus.
- Reroofed one faculty residence.
- Replaced one boiler at Sheffield Hall.
- Totally renovated the HVAC system in Pontotoc Hall.

8. Administrative Management Goal

The College will provide quality administration and management to the educational and support services of the College.

INSTITUTIONAL RESEARCH, EFFECTIVENESS & ACCOUNTABILITY – Ms. Liz Edwards, Director

- Completed the 2010, 2011 & 2012 Report Card submissions.
- Completed the Aspen Institute’s Community College Excellence nomination packet submission.
- Completed SACSCOC Fifth Year Interim Report accreditation submission.
- Participated as Mississippi EPFP (Education Policy Fellowship Program) Fellow and attended the IEL (Institute for Educational Leadership) conference in Washington, DC on April 27-30, 2014.
- Served on Instructional Policies Committee.
- Served on CIRE (Council of Institutional Research & Effectiveness).
- Served as MAIR (Mississippi Association of Institutional Research) Past-President and attended and presented at the MAIR conference April 10-11, 2014.
- Attended and presented at the CFTTC (Creating Futures Through Technology) conference March 6-7, 2014.
- Attended MAC (Mississippi Association of Colleges) conference October 20-22, 2013.
- Completed training for LifeTracks (The State Longitudinal Data System for Mississippi) and conducted a training session for area Workforce Council.

STRATEGIC PLANNING AND ASSESSMENT – Ms. Amy Cappleman, Director

- The Student Evaluation of Instruction (SEI) was completed in the fall semester. The response rate was 72.0% with 18,450 surveys being completed for traditional and online classes.
- Served as chair of the Planning and Assessment Committee. During the 2013-2014 academic year, this committee has reviewed the College’s annual planning and program review processes to ensure currency in assessment.
- Conducted a college wide training session on the College’s institutional effectiveness process at the January 8, 2014 Professional Development Day. This was the first in a 3 part training series designed to improve faculty and staff awareness and understanding of key institutional processes and improve their participation in the processes.
- Currently scheduling and conducting annual planning training sessions for each area of the College.
- Served on the Professional Development Taskforce.
- Served on CIRE (Council of Institutional Research & Effectiveness).
- Attended SAIR (Southern Association of Institutional Research) October 6-9, 2013.

- Attended SACSCOC Annual Meeting, December 6-9, 2013.
- Assisted senior administration in the compilation and submission of the Fifth Year Interim Accreditation Report for SACSCOC.
- Completed the SACSCOC Institutional Effectiveness Peer Evaluator Training Program which prepares professionals to serve as peer reviewers of other institutions completing the reaffirmation and decennial interim report processes for continuing accreditation by SACSCOC. The training is by invitation only and is an intensive, hands-on session involving case analysis, independent research, and team collaboration.
- Completed training for LifeTracks (The State Longitudinal Data System for Mississippi) and conducted a training session for area superintendents.
- **Andrea Taylor**, Coordinator of Planning & Reporting
 - The spring CPAS (Career Planning and Assessment System) testing will be conducted on the Tupelo Campus on Tuesday, April 1, 2014 and on the Fulton Campus Thursday, April 3, 2014. There are a total of 160 students scheduled to test. The Fall Semester 2013 CPAS administration resulted in the testing of 46 students (100% participation rate for CPAS eligible students) from Career Technical programs.
 - Completed the Perkins capitalized reimbursement process resulting in the reimbursement of \$240,481.29 for career technical and health science program equipment purchases for the school year.
 - Submission of monthly reimbursement requests to the MS Community College Board through the career technical project will result in the recovery of \$1,697,235 .00 in state funds for ICC for instructional salaries by the end of this school year.
 - Attended the Postsecondary Career and Technical Conference at the Clyde Muse Center on the Hinds Community College Rankin campus in August.

9. Professional Faculty Goal

The College will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

The Professional Development Committee is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee include:

Dr. Sara Johnson, Chair	V.P. of Instructional Services
Amy Cappleman	Director of Strategic Planning and Assessment
Denise Gillespie	Workforce Development and Training Team Leader
Michael Holloway	Academic Advisor
Mande Miller	Director of Advising
Harold Plunkett	Dean of Health Science Instruction
Dr. Glenda Segars	Director of Learning Resources
Tim Senter	Director of Human Resources and Purchasing
Michelle Sumerel	Dean of eLearning Instruction
Dana Timms	AEOP President, Fulton

Professional Development topics and speakers for 2013-2014 included:

Professional Development Sessions

Academic

- Learning Theory: The Basics
- Curriculum Development
- Good Teacher Bad Teacher: Closing the Gap
- Starlink:
 - Connections: Keeping the Classroom Relevant"
 - Strategies for Teaching to Different Learning Preferences"
 - Ahead of the Class: What to Know and Do on the First Day"

- FYI: "It's About FYE (First Year Experience)"
- Finding Sources for Your Courses/New Initiatives, Programs and Partnerships
- Rethinking Practices to Increase Retention"
- Teaching to the Whole Brain: Which Side is Paying Attention"
- Keeping em' Once You've Got em': It's Everybody's Job"
- How to Develop and Assess Course Learning Objectives"
- Utilizing Web 2.0 Apps to Enhance Teaching and Learning
- Meeting the Challenges of Dual Credit/Building Bridges to Student Success

eLearning

- Basic Canvas Training
- Canvas Grade Book w/Excel
- eLearning High Quality/Policies & Procedures
- Intermediate Canvas
- Preparing Courses in Canvas
- Best Practices for Online Instruction

Advising

- Advising and eLearning
- Advising MyTribe
- Spring into Action
- The Role of Faculty Advisors in Student Success
- Advisor Training

Administrative

- Telephone and Email Etiquette
- Clery Act Training
- Financial Aid: 2014-2015 Verification Updates
- Shatter the Silence Stop the Violence
- Banner Training on Period Based Budgeting
- FERPA
- Recruiting Campus Wide

- Starlink: "How to Develop a Leadership Plan"

Work Specialty Areas

- Tree Grafting
- Chainsaw Safety
- The Art of Cleaning
- Science of Chemicals, Proper Cleaning

Wellness

- What Color are You?
- Breaking Bad News
- Staying Positive in the Workplace
- ICC Health Fair Feb. 7, 2014

Emergency Preparedness

- Annual Emergency Action Plan
- Emergency Procedures
- A Life is on the Line
- Tactical Building Searches of Active Shooter
- Gang Training

10. Human Resources Development Goal

The College will provide appropriate training and professional development to maintain employee competence and productivity.

Human Resources – Mr. Tim Senter, Director

- Conducted 23 exit interviews with retirees and non-returning employees.
- Conducted a new employee group orientation, consisting of 16 employees and other individual new employee orientations.
- Offered a series of professional development presentations regarding benefits for employees.
- Maintained over 600 applicant applications.
- Maintained an estimated 430 full-time and 300 part-time employee files, hard and electronic copy.
- Electronically uploaded part-time, full-time and applicant files to PaperVision.
- Helped create, organize and manage the Recognition of Excellent, Support Staff Employee Award.
- Implemented procedures to ensure compliance with the Affordable Care Act (ACA.)
- Helped revise board policy concerning Retirement Recognition.
- Revised benefits within the Cafeteria Plan to expand coverage at a lower cost.
- Chaired Insurance Committee and Scholarship Appeals Committee.

11. Public Relations Goal

The College will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the College, both within the community it serves and the education community at large.

ADMINISTRATIVE SERVICES – Mr. Mike Eaton, President

Institutional Advancement – Mr. Jim Ingram, Director

- Itawamba Community College and the Foundation hosted a fund raising roast for outgoing President David Cole that raised \$ 90,000.
- Foundation was involved with the new Health Science Education Center Open House in August with 300 in attendance and the later dedication ceremony with 150 in attendance.
- Foundation sent out a year end Christmas card fund raising promotion.
- Contributions of over \$ 72,000 to the ICC Foundation by Faculty/ Staff through payroll deduction.
- Mississippi Organization for Associate Degree Nursing continues to raise money for their new Nursing Scholarship.
- Worked on the Institutional Website to update forms and to ensure its consistency with the total college website.
- Walk of Memories project has sold approximately 325 bricks for the Foundation.
- Foundation Board meets twice a year to discuss the financial direction on projects for the college and to discuss other priorities of the college.
- Foundation sent out newsletters twice a year to more than 13,000 alumni and friends.
- Institutional Advancement and Student Affairs awarded more than 60 scholarships, (Endowed and Non-Endowed), to ICC students in the fall.
- Foundation Board awarded stipends to 23 members of ICC's faculty and staff to enable them to further their education and training.

Foundation Board of Directors

President – Mr. Jim Mounce, Tupelo

Vice President – Ms. Teresa Hooker, Pontotoc

Secretary – Mr. Jim Ingram, ICC

Treasurer – Mr. Jerry Senter, ICC

Immediate Past President – Dr. Jason Digby, Fulton

Mr. Donald Baker, Amory
Mr. Alan M. Bank, Tupelo
Mr. Bobby Barnes, Marietta
Mr. Ron Boozer, Aberdeen
Mr. Chuck Carson, Houston
Mr. Mike Eaton, ICC
Mr. Johnny Crane, Fulton
Mr. Hassell Franklin, Houston
Ms. Chuck Howell, Pontotoc
Mr. Ernie Joyner, Tupelo

Mr. Paul “Buzzy” Mize, Tupelo
Mr. Buddy Montgomery, Pontotoc
Mr. Rayburn Parks, Houston
Mr. Larry Pate, Fulton
Mr. Aubrey Patterson, Tupelo
Ms. Julie Randle, Amory
Mr. Jerry A. Reese, Amory
Mr. Jerry Robbins, Pontotoc
Mr. John Robinson, Tupelo
Mr. Billy Wheeler, Tupelo

Alumni Affairs – Mr. Mark Todd, Director

- The Alumni Association has set a new goal of 600 Lifetime members who have joined the Itawamba Community College Alumni Association and that has been reached. There are currently 600 members.
- Produced two Alumni magazines to help keep former alumni updated and reconnected to ICC events and to provide related human interest stories.
- Hosted the annual tailgate party at a home football game where more than 500 were fed and enjoyed the festivities such as face painting, a pep rally along with the All-American Band, membership drive, Fashion Tribe show and great food.
- Homecoming activities included three reunions (Classes of 1954-1957, Class of 1953, Class of 1963, and State Baseball Champions of 1993). New inductees of the College's "Gallery of Distinction" included Alumnus of the Year Marilyn Sumerford of Smithville, Athletic Hall of Fame Vick Etheridge of Corinth and Wayne Newsom of Fulton.
- Hosted an Alumni night on February 6 at the ICC-Northwest Rangers basketball game to bring back former alumni. There was a great turnout.
- Continued development of an Itawamba Alumni Association Facebook page for help with finding past alumni who have not stayed in touch with ICC with an addition of a Twitter account.
- Began a Graduation Project involving our 5 county districts and for the students who participate in our graduation ceremonies, an individual or business will purchase a year membership for that student from their respected county. Have three counties participating now with hopes for all 5 counties to be covered in May, 2014 graduation. This can mean an annual income of approximately \$3,000 per year.
- Have added additional memorabilia to our history room in the Student Services Building's first floor conference room to include mid 60's ladies cheerleader outfit with sweater. It currently has old sports programs, an aerial photo taken in 1963, first football team (1949) and basketball teams (1948), other photos and jackets worn "back in the days."

Alumni Association Officers and Directors

President – Dr. Amanda Summers of Mantachie

President-elect – Monica Aldridge of Tupelo

Secretary/Treasurer – Donna Thomas of Belden

Immediate Past President – Bobby Mooneyham of Houston

Director of Alumni Affairs – Mark Todd, ICC

Chickasaw County

Martha Gordon of Okolona

John Lee Lyles of Houston

Itawamba County

Joey Cox of Fulton

Karen McFerrin of Mantachie

Lee County

W. E. Boggs of Saltillo

Tammy Harrington of Tupelo

Monroe County

Melba Applewhite of Amory

Bunky Goza of Amory

Pontotoc County

Lee Hatcher of Pontotoc

Chuck Howell of Pontotoc

Out of District

Jeff Cagle of New Albany

Bobby Griffin of Booneville

Permanent Committee

Richard Davis of Fulton

Rep. Bill Miles of Fulton

Melba Aron of Houlika

Gary Walker of Tupelo

Robert Goza of Houston

Thomas Greer of Nesbit

Thomas Griffith of Amory

Bill Jackson of Pontotoc

Norma Kilgore of Houston

Delbert Turner, Jr. of Baldwin

Glen Parker of Corinth

Noel McWhirter of Pontotoc

Mary Jo Eades of Nettleton

Sports Information, Public Relations & Marketing – Mr. Will Kollmeyer, Director

- ICC's athletic Twitter account (@LetsGoICC), athletic website (www.LetsGoICC.com) and radio broadcast of its games were named best in the state among the 15 community colleges by the College Public Relations Association of Mississippi (CPRAM).
- More than 500 athletic releases were sent to area media and upon request, to media outlets outside of the Itawamba Community College district including out-of-state student athletes.
- Nearly 25 public appearances (speeches promoting ICC and/or ICC athletics).
- More than 90 radio appearances promoting ICC and/or ICC athletics and approximately 25 appearances (TV) promoting ICC and/or ICC athletics.
- Hosted and produced two weekday morning ICC athletic updates on WAFM-FM 95.7 – 52 weeks – five days per week except holidays.
- Hosted and produced a one-hour show on the first Thursday morning of each month on Super Talk Radio 102.9 promoting all aspects of the College.
- Announced nearly 75 radio broadcasts of ICC athletics. For the seventh year in a row all of the College's football, basketball, baseball and softball games were on the same radio station, WAFM, Amory, 95.7. The games were also video streamed on the College's athletic website and at www.fm95radio.com.
- **Will Kollmeyer** announced his 650th game as the "Voice of the Indians" during one of the softball doubleheaders in April.
- Televised approximately 40 sporting events which were available to more than five percent of the state's population on MetroCast cable outlets.
- For the eighth straight year, the College had more than 200 appearances on the local newscasts of the network affiliates in northeast Mississippi, which included segments in both the news and sports areas of their evening shows.
- ICC's athletic Twitter account (@LetsGoICC), athletic website (www.LetsGoICC.com) and radio broadcast of its games were named best in the state among the 15 community colleges.
- ICC was featured in a number of statewide magazines including Mississippi Gridiron Magazine. ICC provided stories, photos and other information, upon request, on student-athletes.
- Completed the fourth full year of social networking ICC's athletic programs via Twitter, Facebook and YouTube. The ICC Twitter account leads the state among community colleges with more than 3,100 followers with more than 20,000 Tweets promoting ICC athletics. ICC's athletic Facebook page also leads the state with nearly 2,200 fans with an average of 3,500 hits per day during the main sports seasons. Individual pages have also been added for each

sport. The ICC Athletics YouTube account, as well, is number one in the state and is closing in on 160,000 views in its nearly three years of existence. Instagram, which has also been introduced to provide a behind-the-scenes look at ICC athletics, has more than 1,100 followers. This season we added Vine to the athletic social media platform and it has just under 300 followers in less than a year of existence.

- The sports information area has provided additional exposure for former student-athletes in the newspaper, radio and television, by explaining how ICC played a valuable role in their continued success after ICC.
- Will Kollmeyer serves on the CREATE, Inc. Public Relations committee in conjunction with the Community Development Foundation and co-hosted this year's annual CDF meeting with CDF President/CEO, David Rumbarger. Will also serves on the board of directors for the Tupelo Alpha House for Boys and is on the publicity committee for the Regional Rehab Center.
- The Itawamba Community College Facebook page has nearly 6,000 likes and on average reaches at least 2,000 individuals with every post.
- Post announcements, events and pictures on all of our social media accounts including Twitter, where we have nearly 1,800 followers. We used #orientation2014, #indianweek2014, #indianidol, #whyicc, #myicc, #iccactivities, #spreadthered, #wherefuturesbegin, #itsourpassion.
- Instagram – Itawamba CC...Nearly 1,100 followers. Throw Back Thursday, Friday Photo and several other activities
- Pinterest – Itawamba CC...150 followers A Day in the life, Spread the Red, Welcome to Paradise, Study Inspiration, Dorm Room Ideas, Tips and helpful hits, Green Indian, Backpacks to Briefcases, Maybe I should go to the fitness center, and Holiday ideas total of 521 pins
- Produced seven Chieftains (student newspapers) and the Mirror (yearbook) to record student accomplishments and activities as well as the history of the College.
- The Public Relations Department issues StudentNotes electronically weekly throughout the college year to keep students, faculty and staff informed of activities at all three College locations.
- Issued NewsNotes electronically weekly to keep faculty and staff informed of meetings, sports events and other college activities.
- Sent ParentNotes monthly to the parents of students who attended the 2013 summer orientation sessions at both the Fulton and Tupelo campuses.
- The Marketing team administered surveys to students in English composition I classes during the fall semester to determine the effectiveness of its marketing plan.

- The Marketing team, which expanded to nine members, also placed advertising in both radio and print media throughout the fall semester. In January, this department became Community Relations with Dr. Jan Reid-Bunch taking over the leadership role with a renewed interest in service.
- Approximately 500 news releases/photos have been sent to area media promoting Itawamba Community College.
- The Public Relations Department assisted with the organization and hosting of the graduation breakfast for the sponsoring Alumni Association.
- **Donna Thomas** serves as secretary for the Itawamba Community College Alumni Association; and treasurer for the Mississippi Community and Junior College Inter-Alumni Association and the College Public Relations Association of Mississippi (CPRAM).
- The Public/Community Relations Department assisted with all special events including commencement, homecoming and the retirement reception.
- The Public/Community Relations Department produced two Alumni magazines, two Foundation newsletters, the Sports Program, President's Report, Student Guide, I Club brochure, Emergency Procedures manuals and recruiting materials.
- The department hosted a media appreciation luncheon in April for newspaper, radio and television representatives.

12. Cultural and Recreational Goal

The College will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation

Athletics – Ms. Carrie-Ball Williamson, Director

- Hosted the Mississippi Association of Community and Junior Colleges state women’s basketball tournament, February 24-27, 2014.
- Presented a plaque to Robert Logan upon his retirement as clock operator for the Indians and Lady Indians basketball teams for 45 years.
- **Carrie Ball-Williamson**, athletic director, as Itawamba Community College’s 2014 inductee into the Mississippi Community College Sports Hall of Fame. Former ICC three-sport star Jim Walden of Marana, Arizona was ICC’s 2013 inductee.
- Minnesota Twins second baseman Brian Dozier of Fulton was the speaker for the 2014 ICC baseball leadoff banquet.
- In October, ICC earned the John C. and Ernestine McCall Halbrook award for the greatest improvement in percentage of athletes graduating (20 percent). The award and a \$1,200 check was presented during the Mississippi Association of Colleges annual meeting.
- Revised Student-Athlete handbook.
- The Athletic Department sponsored the ICC 2013 Golf Classic to support the 10 intercollegiate sports offered at ICC, June 27, at Big Oaks Country Club.
- Ten student-athletes earned National Junior College Athletic Association Academic Student-Athlete awards for their performances in the classroom. They include women’s soccer player Ragan Ostrowski and men’s tennis player Matthew Peugh, the Pinnacle Award for Academic Excellence; the Superior Academic Achievement award – Anna Holley (soccer), Katherine Downing (softball), Lauren Swee (tennis), Moises Solis (soccer) and Taylor Smith (soccer); and Exemplary Academic Achievement – Ashley Malone (soccer), Jackson Cornelius (soccer) and Dani Taylor (softball).
- Women’s tennis team won the state MACJC championship title in the spring of 2013.
- Women’s softball team finished last season with a 3.283 grade point average, sixth among NJCAA Division II softball teams. Seven players were selected to the All-Academic Team and Sophomore pitcher Rebecca Sloan was named

ICC's first-ever National Fastpitch Coaches Association All-Region South team selection for the National Junior College Athletic Association Division II colleges.

- Football team advanced to the Mississippi Association of Community and Junior Colleges semifinals.
- Women's basketball team participated in the national basketball tournament for the first time since 1975 and player Ty-Nita Baker of Houston earned the Most Valuable Player award during the MACJC All-State game. They hosted the annual pink zone game, February 6, to raise awareness for breast cancer during the Pack the House event at the Davis Event Center.
- Men's basketball team won the MACJC state championship.

Student Activities – Mr. Tyrone Fox, Director

- Homecoming Week activities.
- Black History Month programs.
- Food Drive.
- Intramural sports including beach volleyball, flag football, basketball, softball, disc golf tournament.
- Movie nights.
- Bingo.
- Cookouts.
- Card tournaments.
- Indian Idol.
- Two videogame tournaments.

Events Technology – Mr. Seth Shelnut, Director

- Band camps, CenterStage camps, beauty contests, Miss ICC, Most Beautiful, band/choral/jazz concerts, commencements, juries, other various meetings and presentations.
- Day events (setups):
 - Choir – three times each week
 - CenterStage – three times each week
 - Jazz Band – two times each week
 - Danceline – two-four times each week

13. Service Goal

The College will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

ECONOMIC & COMMUNITY SERVICES – Mr. James Williams, Vice President

Adult Basic Education – Ms. Jan West, Director

- Launched the new 2014 Computer-Based GED test in January 2014.
- 391 students earned a GED credential from July 1-December 31, 2013.
- GED credentialed students enrolled in postsecondary classes at ICC:
 - Summer 2013 – 109 students
 - Fall 2013 – 489 students
 - Spring 2014 – 552 students
- **Julia Houston**, ABE Coordinator/Trainer, was selected to be a member of the MCCB ABE Professional Development Common Core Reasoning Through Language Arts team.

Continuing Education – Mr. Scott Blackley, Director

- The Department of Continuing Education offered 281 non-credit classes, seminars, workshops and short-term career training programs in the past year to meet the professional, career and personal enrichment needs of residents in the ICC district. Total enrollment for the programs was 4,419 with an additional 1,653 CEU certificates awarded to area teachers. In addition to regular continuing education classes, the department hosted the North Mississippi Regional VEX Robotics Competition, an Advanced Manufacturing Camp for local youths ages 12-16, a Summer Institute for Educators and a book/supply fair in conjunction with the Christian Appalachian Project.
- Partnerships with North Mississippi Medical Center, United Way of Greater Monroe County and Tenn-Tom Youth allowed ICC to offer four additional nursing assistant classes (with a total enrollment of 71) in Lee, Monroe, Itawamba and Chickasaw counties.
- The Department of Continuing Education also sponsors the Center for Creative Retirement which offered 22 classes, nine trips, two lecture series and five author-led Reading Roundtables for 701 participating senior adult residents in the region.

Workforce Investment Act (WIA) – Mr. Brad Gates, Director

- Working in partnership with Three Rivers Planning and Development District, the ICC WIA team provided services in the counties of Chickasaw, Itawamba, Lee, Monroe and Pontotoc by reaching out into the communities served through the local WIN Job Centers. The services provided include Individual Training Accounts, On-the-Job Training, work searches, WorkKeys testing, onsite computer classes and ABE/GED classes.
- As of February 28, 2014, these centers served the public:
 - Amory – 4, 1,70
 - Belden – 16, 132
 - Pontotoc – 8,334
 - Houston – 8, 441
- The On-The-Job Training has served approximately 158 individuals and 12 companies with more than \$2,000 of reimbursements obligated or paid.
- Individual Training Accounts have been provided in all counties. Ninety-two participants have received service through February 28, 2014 with \$51,191.00 being provided in reimbursements.
- Counseling to Career (C2C) is in its third year of operation. C2C serves area youths ages 18-21 by assisting with the acquisition of various skills to aid them in becoming more employable. At the completion of five weeks of classroom and Smart Lab training participants are eligible for paid work experience. Youth services have been provided for approximately 108 individuals with 17 companies serving as work sites.
- WorkKeys assessments have been provided to approximately 2,138 individuals. Credential earned include: Platinum-1; Gold-178; Silver-919; and Bronze-580 with 336 receiving no credential.
- Rapid response activities have been conducted by the WIN Centers in both Lee and Pontotoc counties. In Lee County Heritage Home Furnishings (formerly Lane Home Furnishings) announced the closure of the Saltillo facility which affected approximately 480 workers. One hundred sixty-eight have been served to date. In Pontotoc County, AMP/Paslode announced the reduction of 21 positions. In both instances, ICC has presented educational and training activities to assist the groups in returning to the workforce.

Workforce Training – Ms. Denise Gillespie, Team Leader

- Completed the development of three 200-question online-delivered Workforce Industrial Maintenance knowledge tests and three associated hands-on skill assessment, which was a partnership among Workforce training, career and technical faculty, eLearning and Mueller Copper Tube.
 - Number of participants registered for testing: 41.
 - Number of online written tests completed: 42.
 - Number of skills assessments completed: 18.
- **Lee Oswalt**
 - Served as past president of the Pontotoc Chamber of Commerce board and member of the Pontotoc Rotary Club.
 - Provided Career Exploration/Belden tour for North Pontotoc Attendance Center special education class.
- NCCER Assessments: ICC certified as a National Center for Construction Education and Research Assessment Center
 - Mueller: Three participants, three NCCER assessments.
 - T&L Specialty: One participant, one NCCER assessment.
- FMC Technologies
 - Workforce Development staff trainers **TZ Waters** and **Tammy Webb**, along with MCC trainers **Jimmy Belk** and **Jerry Murphree**, developed and delivered a customized FMC basic Welder training series for incumbent welders at FMC. The company identified a need to standardize the skill sets for currently employed welders. The return on the investment realized—all welders have honed their current skills and captured new skills resulting in common core knowledge and skill sets. The company uses a multi-level welding position competency-based model. Completion of this training enhanced their workers' ability to advance a level. This course also provided FMC Technologies, Inc. a company new hire training course for welders that will maintain a standard knowledge and skills as part of their quality practices. The FMC Basic Welder course is a 32-hour course covering: Basic Math (16 hours), Basic and Precision Measurement (8 hours), Blueprint Reading (8 hours). Students were trained on standard and company-specific tools and blueprints. Participants were pre-tested and post-tested to capture knowledge gain and provide a baseline for remedial and additional training needs. The training was provided on-site two days a week, four hours a day.

- Consulting Services
 - ICC staff trainers provided ISO 9001:2008 Internal Audit consulting services for Mueller Fittings and T&L Specialty.
 - Licensing translation for Rite-Kem.
- Customer Service Basic Skills (new program):
 - Designed to be a regional certification, this program provides a portable standard certification that will benefit regional service organizations, their current employees and regional job seekers with standard foundational customer skills. The training provides the participants with the basic customer service skills based on the needs of regional organizations as well as the skill level of available workforce. Some of the most important skills in every customer service training program are the ability to effectively answer the telephone; understanding customer service; proper email communications; the ability to work in teams; effective organizational skills; understanding harassment and diversity; and basic math refresher.
 - The 14-hour training program is provided for a cost of \$10 per participant for the training for student and facilitator workbooks and certificates.
- Public Industrial Safety Training
 - Provided two new safety training courses: Global Harmonization Systems and Accident Investigation.
 - 85 total participants attended the two courses.
- Workforce provided NCCER Core and Instructor Certification for Career and Technical instructors and workforce trainers throughout the Mississippi Corridor Consortium area. Workforce trainers earned credentials in the following:
 - NCCER Certification Field Safety.
 - NCCER Certification Construction Site Safety Supervisor.
 - NCCER Certification Construction Site Safety Technician.
 - NCCER Certification Safety Technology.
 - Certificate of Training ISO 9001/TS 16949 Internal Auditor.
 - Certificate of Training ISO 9001:2008.
 - Certificate of Training ISO 14001:2004 Lead Auditor Training.
 - Introduction to SQL Database Management.

- Solar Energy and Installation.
 - Level 1 Certification in Airborne Ultrasound.
 - American Heart Association BLS instructor.
- Workforce staff member is President of Workplace Safety and Environmental Association (WESA) for the second year, and ICC hosted the annual conference.
- Mobile Lab Events:
 - ICC Homecoming.
 - MDA – Jackson.
 - Counselor’s Retreat – Belden.
 - Workforce Summit – Coahoma Community College.
 - Teacher’s Conference – Florence, Alabama.
 - Itawamba and Lee County Career Discovery Teachers – Belden.
 - Tremont Juniors and Seniors – Belden.
 - CREATE Foundation – Belden.
 - Innovate Mississippi – Jackson .
- Developed and offered new courses in Rigging Safety and Diversity.
- Developed workforce modules in Hydraulics/Pneumatics, Electrical and Concepts of Lean Manufacturing that can be used as standardized curriculum throughout the Mississippi Corridor Consortium region. These courses were validated by CTE instructors and industry partners.

Itawamba Community College

Foundation Contributors & Distinguished Donors

Judy K. Alford
Amy W. Anderson
Joyce W. Anderson
Mike Armour
Jeanette Atkins
Auto Electric
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