

FY 2026

PRESIDENT'S YEAR-END REVIEW

2023-2026: A PATH TO INSTITUTIONAL EXCELLENCE

DR. JAY ALLEN, PRESIDENT



ACHIEVEMENT OF THE GOALS

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THE BOARD OF TRUSTEES
JUNE 22, 2026**

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PRESIDENT'S ACCOMPLISHMENT SUMMARY

The 2025-2026 academic year was defined by progress, innovation and a shared commitment to student success across every area of Itawamba Community College. Guided by the theme, “The Power of One: The Big Picture Begins With You!”, ICC continued to demonstrate how the individual efforts of employees, students, trustees, alumni, donors and community partners collectively drive institutional excellence.

This report highlights a year marked by significant achievements, including continued enrollment growth, expanded workforce and academic opportunities, major facility improvements, enhanced student support services, national and state recognitions, record levels of community engagement, and strategic investments in technology and innovation. From groundbreaking workforce partnerships and academic accomplishments to transformational capital projects and student-centered initiatives, ICC remained focused on its mission of changing lives through education.

The accomplishments detailed in this report reflect the dedication of countless individuals working together toward a common purpose. The Power of One was evident throughout the year as each contribution, large or small, helped strengthen the college, expand opportunities for students and position ICC for continued success in the years ahead.

A handwritten signature in blue ink, appearing to read 'Jay Allen', with a stylized flourish at the end.

Jay Allen, Ph.D.
President
Itawamba Community College

ACCOMPLISHMENT HIGHLIGHTS BY DIVISION

OFFICE OF THE PRESIDENT TYLER CAMP, CHIEF OF STAFF

ALUMNI AND FOUNDATION

Michael Upton, Director of Advancement

Jim Ingram, Director of Foundation

Alumni

- Alumni Association has 818 members
- Honored Mitch Waycaster as the 2025 Alumnus of the Year
- Honored Randy Kelley with the 2025 ICC Distinguished Service Award
- Inducted Mike Sullivan and Jameika Hoskins as the 2025 members of the ICC Athletic Hall of Fame
- Honored Phillip Faulkner with the 2025 ICC Young Alumnus of the Year Award
- Partnered with ICC's Senior College to raise awareness of the Alumni Association and increase membership
- Continued a campaign to create an ICC specialized Mississippi license plate
- Partnered with ICC Athletic Department to host Alumni Day/Night events for each sport
- Spoke to campus groups about the Alumni and Foundation office
- Represented the college at numerous on- and off-campus events
- Supported Athletics and Sports Information Department with various activities including Mississippi Community College Sports Hall of Fame nominations and broadcasting of multiple ICC sports

Foundation

- Total funds raised - \$577,729.90
- Endowment funds raised - \$136,253.50
- Total endowment value on 2/28/2026 - \$15,646,924
- 759 donors

New Endowments established

- Heart, Mind, and Courage Endowed Scholarship
- Donna Thomas Memorial Endowed Scholarship
- Billy Spigner Memorial Endowed Scholarship
- Carl C. Comer Endowed Scholarship
- George Watson Endowed Community Engagement Award
- Buddy Ross and Elizabeth C. “Betty” Montgomery Family Endowed Scholarship

New restricted funds established

- Upchurch Annual Scholarship
- Brasfield and Gorie Annual Scholarship
- Conner Dabbs Memorial Construction Scholarship
- Edith Gaines One of a KIND Scholarship

Awarded 212 scholarships for Fall 2025 and Spring 2026 semesters

- \$194,653.23 in scholarship support for students
- New scholarships awarded in Fall 2025/Spring 2026
 - Carl Comer Annual Scholarship
 - Dorothy D. and George H. Ruff Foundation Automotive Technology Endowed Scholarship
 - Falcon Contracting Annual Scholarship
 - Heart, Mind, and Courage Annual Scholarship
 - ICC Gala Scholarship
 - IMPACT Scholarship
 - Pay It Forward Annual Scholarship
 - Phillips Contracting Annual Scholarship
 - Stephens Forestry Endowed Scholarships
 - Upchurch Annual Scholarship
- Provided additional support services for scholarship recipients
- Media recognition of scholarships, donors, and recipients
- Continued marketing of Walk of Memories with new bricks sold and plans made for future location of Walk of Memories to bring it higher visibility on campus
- Held Thank-A-Thon to show appreciation to our donors
- Updated Banner with good data and inactivated old data from returned mailers, follow-ups, and Thank-A-Thon calls

- Increased Indian Club giving
- Worked with Athletics to provide Lil' Indian membership cards for member boxes
- Worked alongside new athletic department staff and coaches to increase support for the Indian Club athletic support programs and general athletic needs, including in-kind donations of new furniture for locker rooms
- Hosted IMPACT Scholarship Luncheon on September 12, 2025, that brought together teachers and student scholarship winners
- Worked alongside the Dean of Academic Instruction and the Academic School leads to find and grow private support for the schools
- Attended professional development groups and conferences to improve our processes and learn best practices for our operation
- Continued increasing stewardship activities to thank and retain existing donors
- Represented the college at numerous on and off campus events
- Represented the college with sponsorships for events held by Fellowship of Christian Athletes, North Mississippi Regional Rehabilitation Center, Pontotoc Rotary Club, Becoming One Heart Foundation, Lee-Itawamba County Library, and North Mississippi Medical Center

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Itawamba Community College Foundation Donors

March 1, 2025 - March 24, 2026



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Approved Auto Sales, Inc.	Canopy Nation	eTeamsponsor, Inc	J.M. Duncan, Inc.
ArchitectureSouth	Chance Prestage Insurance	F. L. Crane & Sons Inc.	Jesco, Inc.
ARM Orthopedics PLLC	Chickasaw Equipment Company	Falcon Contracting Company, Inc.	Jessie K's Boutique LLC
Arnett's Fine Jewelry	CMTA Inc.	Farm Bureau Insurance	Jonathan Marsh Modern Woodmen
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Aurelius Golf	Community Foundation of Greater Memphis	Fidelity Brokerage Services LLC	KC Construction, Inc.
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B & B Concrete Co., Inc.	Corinth Cardiovascular Care PLLC	FMBank	KP's Draft Room LLC
Backswings GC LLC	Country Farm Furniture	Folio Investments, Inc.	Kroger Company
Balfour	Covenant Financial Group of Pontotoc LLC	Franks, Franks, Wilemon & Hagood, P.A.	Langston & Lott, PLLC
BankPlus	Crawford Electric Supply Co Inc	Fulton Insurance, Inc.	Lauderdale Mechanical
Baptist Student Union	Create Foundation	Fulton Nutrition	Law Offices of John W. Haynes, IV
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Barnes Crossing Mitsubishi	Custom Remodeling LLC	Gilmore Foundation	Little Caesar's Pizza
Barrows Construction, Inc.	D R Dirt Work	Global Auto Sales & Brokers Inc.	Loaded Nutrition
BEEP Inc	Davis Ford Sales, Inc.	Guaranty Bank & Trust Company	Lowndes County Radial Tire
Bethel Baptist Church Faith Full Followers	DG Marketing, LLC	Health Care Foundation	LPL Financial
Bishop's Body Shop	Digby Dental Care	Herdisouth	M A Guin Insurance, LLC
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Bower Foundation	Dorsey Food Mart	Horn Medical Clinic, LLC	Mail Managers
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Broadcast Music Inc.	E. Rhodes and Leona B. Carpenter Foundation	Interstate Landscaping of Mississippi, Inc.	Maple Ridge Retrievers
Cadence Bank	Ear, Nose and Throat Consultants of North MS	Itawamba Community College	Martin Dental Clinic, PA
Cagle Eye Center, LLC	Elite Roofing and Gutters, LLC	J & J Appliance Sales and Service	Max Home

MB Bishop Properties	Predator Pest Control	Tupelo Farm and Ranch Supply	Waddle Trucking of Mississippi, Inc.
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Midway Marine	Renasant Bank	Vick Etheridge Enterprises	
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Mississippi Community College Foundation	Ron Robinson Insurance Agency, Inc.		
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Montgomery Enterprises, Inc.	Senter Funeral Directors, Inc.		
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NEMCC Development Foundation, Inc.	Shipman Sloan Landscape Architect		
Norman's Body Shop	Smith Drug Company		
North Mississippi Education Consortium	Specialty Orthopedic Group of Mississippi, PLLC		
North Mississippi Medical Center	Supertalk MS Media		
North Mississippi Traffic Club	TAG Truck Center of Tupelo		
Park Place Capital	Tastefully Yours (TY) Inc		
Pay It Forward Thrift Store	Tee Rage Portraits- Candid		
Performance Therapy, LLC	The Arbors of Amory		
Pershing Advisor Solutions, LLC	Tombigbee Fiber, LLC		
Phillips Contracting	Tommy Morgan, Inc. Realtors		
Piggly Wiggly	Topashaw Farms Packing		
Plan House Enterprises LLC	Tremont Floral		
Poland Insurance Agency, Inc.	Trentice Imbler State Farm Insurance		
Pontotoc Electric Power Association	Tupelo Coca-Cola Bottling Works, Inc.		

Itawamba Community College Foundation Donors

March 1, 2025 - March 24, 2026



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Ricky Young

COMMUNITY RELATIONS

MARKETING AND COMMUNITY ENGAGEMENT

C.J. Adams, Director of Marketing

Communications

- Sent approximately 450 to 500 press releases/photos with cutlines to all media outlets, some to those outside ICC's service area because they were student honors.
- Posted all press releases to the newsroom section of ICC's website, www.iccms.edu.
- Assisted with ICC media relations connections regarding invitations to cover events.
- Proofread all documents/jobs produced by the Community Relations Department as well as drafts of emails.
- Sent Community Relations emails for condolences, births and other events to employees and students.
- Proofread all graphics/emails for Student Activities and multiple other departments.
- Proofread all Health Sciences handbooks as well as other information for external distribution.
- Proofread ICC website information and revised as requested.

Community Relations-sponsored events included

- Red Zone Tailgate included games, entertainment, and the first ever Kickoff Cook Off tailgate competition.
- Choptoberfest Tailgate included games, food and free logo cups.
- Homecoming included presentation of the Alumni awards and Homecoming court. All Community Relations team members played a role in its success.
- All-American Heroes Night honored current and retired Military personnel as well as first responders.
- Employee Awards of Distinction (Meritorious, Retirees)
- Student Awards of Distinction
- Chop Day with ICC football featured a scrimmage, fan engagement contests, food trucks and a special package of trading cards for Lil' Indians members and guests.
- Other events not previously mentioned include Commencement, Code Blue and Red, Orientation, Preview Days, Meet the Indians and the Christmas Tree Lighting.

Customer Relationship Management (CRM)

- Created and distributed a total of 96 campaigns to both prospective and current students through Navigate360, the CRM.

- These campaigns distribute information to current and prospective students, encourage signups for various events, assist in scheduling appointments with advisers and ensure consistent outreach to students.
- The increase in number of campaigns has not only come from improved marketing strategies and data but also come from increased implementation of Navigate360.
- Steven West has worked to improve the data imported into the CRM and Margaret Todd has improved the messaging and content within the system.
- Inquiry forms have also been built to allow student information to be gathered and to automatically send information about ICC to prospective students.
- At present, more data is being poured into the CRM to improve its capabilities so that implementation across campus can continue.

Marketing

- More Than 500 Marketing Campaigns Created
 - Marketing staff created or collaborated on more than **650** marketing projects, which included mailouts, commercials, testimonials, photography shoots, digital billboards, social media graphics, slates, brochures, flyers, posters, rack cards, signage, promotional items, notepads, and t-shirt designs.
- Inside ICC in HTML Format
 - Morgan Henry has continued creating a more mobile-friendly user experience with Inside ICC and sent 81 editions to students and employees.
- Continuing Education – Marketing plans working closely with teams to promote and create classes, including Senior College and Dinner and Demo series.
 - Senior College – created signage, social media ads, posters, coordination of WTVB Noon Show appearance, newspaper ads, donations, t-shirts and event assistance.
 - Dinner and Demo Series – created marketing plan, posters, social media graphics and ads, photographed each event, coordinated communication between staff and media partners for coverage. The three events in the series sold out.
 - Adult Education – Marketing for orientation and free classes included signage, flyers, a viewbook, social media ads and t-shirts; planning/coordinating/hosting an open house in the new Aberdeen location, including graphic creation, local media coverage coordination, ordering/delivering refreshments, photography and local official invitations.
- Bloom Program
 - Created videos and promotional items to help launch the new neurodivergent program.
- CORE Program

- Redesigned the Core program branding to encompass the new courses offered.

Photography and Videography

- More Than **260** Photography and Videography Projects Completed
- The Community Relations team photographed and filmed more than 260 college and sporting events, competitions and performances. C.J. Adams completed more than 200 of these assignments as well as hosted several headshot, promotional, commercial photo and video shoots. Assisting were Maggie Caldwell, Leah Pennington, and Leah Caldwell.
- Super Bowl Commercial: Sixth Consecutive Year
Project Lead was C.J. Adams – commercial production, video, editing, securing sponsored YouTube buys and media buys with WTVA for sharing with its market. Also securing Facebook and YouTube ad buys.
- TV Commercials – YouTube, Hulu, Facebook, WTVA, WCBI, OTT Streaming Platforms
Contributors included C.J. Adams, production, video, editing ICC commercials, YouTube ad buys; media buys with WCBI (Super Bowl) and WTVA (weather segment sponsor, United Way 50k giveaway, Skilled to Work, OTT Digital Streaming, additional commercials to coincide with Super Bowl), Hulu ad buys; Caroline Mason (Facebook ad buys)
- Orientation Videos/Safety Videos
C.J. Adams reshot, coordinated and produced 20+ new orientation videos as part of a continued Orientation redesign.
- Cheer Documentary
C.J. Adams filmed, produced, and edited the 75-minute documentary highlighting the Journey of the ICC Cheer Team and coach Bryant Nickels.

Social Media

- Caroline Mason, who is in her third year in this role, is assisted by C.J. Adams, Leah Pennington and Leah Caldwell. All Marketing and Community Engagement team members with graphic design capabilities contribute to the effort.
- 14 sponsored Facebook and Instagram campaigns were posted, reaching 234,820 viewers and yielding 1,962,384 impressions.
- ItawambaCC social media following and engagement increases (*All analytics are measured from March 19, 2025-March 19, 2026 (unless otherwise noted.)*)
- Twitter followers have increased from 8,266 followers to 9,120.
- Facebook followers increased from 20,433 followers to 23,532.

- Instagram followers increased from 11,354 to 12,540. Instagram stories average more than 1,630 viewers each with an engagement of 4,000 views per story.
- The LinkedIn page followers increased from 10,019 to 11,089.
- The ItawambaCC YouTube page subscribers increased from 815 to 928.
- Itawamba Community College YouTube page drew 90,615 views with 1,200 hours of watch time and 113 new subscribers.

Web Updates

- Community Relations continues to partner with Technology and Information Services (TIS) to assist with user experience, content creation and design of www.iccms.edu. Those partnerships and leads include
- Development and assistance with content creation, design and optimization of user experience.
- Continuation of Metallica Grant microsite for the significant contribution by the All Within My Hands Foundation.

SPORTS INFORMATION AND MEDIA RELATIONS

Adam Gore, Director of Sports Information and Media Relations

Media Relations

- ICC continues to partner with multiple advertisers for ads and news stories.
- Our new partnership with iHeart media's targeted advertisement system has produced 1.1 million ad impressions targeted at households with high school-age students.
- We continue partnerships with television, print and radio companies in our 5-district area.

Sports Information

- Expanded our coverage on LetsGoICCTV.com with the addition of a sideline reporter during football broadcasts, outfield camera on the battery in baseball and softball.
- Updated the LetsGoICCTV.com website to be more visually appealing and user-friendly.
- Updated the LetsGoICC.com website for a new look and more video-driven site, it also helped us to better fall in line with ADA/WGAC compliance
- Assisted with the employment of athletic personnel
- Assisted with the design of athletic facilities: designs for inside the baseball locker room; women's soccer locker room updates; and future updates to the athletic facility (current baseball, softball, tennis facility next to the bus shop)

- Improved athletic history through better stats availability for modern-day records
- Assisted with the design of a new ICC Soccer athletic crest to help fall in line with overall athletic branding
- Assisted with research and purchasing of new video board at football field and projector system for the DEC.

COMMUNITY RELATIONS

Accomplishments and Awards

- C.J. Adams –College Council, Enrollment and Student Services, Standards, Commencement and Homecoming Committees
- Donna Thomas – College Council, Standards, Commencement, Homecoming, School of Humanities Advisory Council
- Adam Gore – College Council, Employment of Athletic Personnel

College Public Relations Association of Mississippi Awards

- Several Itawamba Community College staff members received awards from the College Public Relations Association of Mississippi, which were presented during the May 2025 conference in Starkville.
 - **In total ICC received more than 40 awards.**

They include:

C.J. Adams

- First place, Non-Sport Promo/Hype Video, for Bloom Program Introduction
- Third place, Institutional Magazine, for Connection Spring 2024
- Second place, Brochure, for ICC Recruiting Trifold
- First place, Environmental Design/Exhibitions, for Student Activities wall
- Third place, Environmental Designs/Exhibitions, for Football Locker Room Redesign
- First place, Viewbook/Admissions and Recruitment Piece, for 2024 Orientation Book
- Third place, Student Life Photography, for Saving the Crown
- First place, Digital Art/Photo Illustration, for Good and Wicked
- Second place, Wildcard Mixed Media, for Once Upon a Fashion Show
- Second place, Television Spots, for 2024 ICC Super Bowl Commercial
- Second place, Digital Advertisements, for You Belong Here Billboard
- Second place, Social Media Non-Sports Post, for Welcome Week Recap
- Second place, Non-Sport Promo/Hype Video, for ICC 2023-24 Rewind
- Second place, Sports Promo/Hype Videos, for ICC Women's Soccer Media Day

Cal Brown

- Second place, Sports Promo/Hype Videos, for ICC Women's Soccer Media Day

Maggie Caldwell

- First place, Creative Partners, for Dinner & Demo
- Second place, Creative Partners, for Small Business Showcase Series

Adam Gore

- Third place, Environmental Design/Exhibitions, for Football Locker Room Redesign
- Second place, Sports News Story, for Indians Win Thriller Over East Mississippi, 36-24
- Second place, Sports Feature Story, for Carson Owens Introduced as New Softball Coach
- First place, TV News Story, for ICC Tek2Go Student Camp 2024
- Second place, Radio Spots, for ICC Thanksgiving Registration Push
- Third place, Radio Spots, for ICC Christmas Registration Push
- Third place, Radio Programs/Podcasts, for The ICC Hour
- Second place, Sports Promo/Hype Videos, for ICC Women's Soccer Media Day

Raphael Henry

- First place, TV News Story, for ICC Tek2Go Student Camp 2024
- First place, Non-Sport Promo/Hype Video, for Bloom Program Introduction

Caroline Mason

- Second place, Social Media Non-Sports Post, for Welcome Week Recap
- First place, Creative Partners, for Dinner & Demo
- Second place, Creative Partners, for Small Business Showcase Series

Morgan Henry

- Third place, Institutional Magazine, for Connection Spring 2024
- Second place, Sports Promo/Hype Videos, for ICC Women's Soccer Media Day

Cayce Smith

- Second place, Sports Promo/Hype Videos, for ICC Women's Soccer Media Day

Donna Thomas

- Third place, Institutional Magazine, for Connection Spring 2024
- Second place, Brochure, for ICC Recruiting Trifold
- Third place, News Story, for Metallica Scholars and National Welding Month
- Second place, Creative Partners, for Small Business Showcase Series
- Second place, Feature Story, for ICC + TPSD Partnership = Middle College Success
- Second place, Sports News Story, for Indians Win Thriller Over East Mississippi, 36-24
- Second place, Sports Feature Story, for Carson Owens Introduced as New Softball Coach
- First place, Viewbook/Admissions and Recruitment Piece, for 2024 Orientation Book
- Re-elected treasurer for College Public Relations Association of Mississippi for 2025-26

Affiliated Clubs and Organizations

- Margaret Todd serves as *Mirror* (yearbook) sponsor for the first year, supervising four staff members on layout, photography and design.
- C.J. Adams and Leah Pennington serve as sponsors of the Fashion Tribe, the largest club/organization at ICC for the third year in a row with 200+ members. They presented “The Soundtrack to Style”, April 16, 2025, with 60+ models and 10+ backstage crew members and had more than six photoshoots throughout the year.
- Donna Thomas served as faculty adviser for the *Chieftain*, supervised a staff of 10 and published (including the layout) six online broadsheet editions as well as a summer issue.

Engagement

- C.J. Adams – Member of PRAM and CPRAM, Tupelo Public School Digital Media Advisory Board and ICTC Advisory Board.
- Leah Caldwell – Member of PRAM and CPRAM
- Maggie Caldwell - Member of PRAM and CPRAM
- Leah Pennington - Member of PRAM and CPRAM
- Morgan Henry - Member of PRAM and CPRAM
- Margaret Todd - Member of PRAM and CPRAM

RECRUITMENT AND ORIENTATION

Michael Holloway, Director

Serviced 1,292 new students through Orientation programming that began in April 2025 and concluded in December of 2025.

Provided a student leadership opportunity through the Orientation Leader program. Selected 20 OLs through a selective application and interview process, taught them in a semester-long course, mentored and trained them, they worked all 13 Orientation sessions, the program has a residential portion of the program in the summer, retention of the OLs was 100%.

Recruiters and Indian Delegates Accomplished:

- High School Visits: 90
- College Fairs: 14
- Group Tours: 47 with 2,041 visitors
- Individual Tours: 415
- ICC Events: 22
- Tuition Toss Events: 12
- High School Awards Days: 25
- Major College Recruitment Events: 4 (Fall Preview, Emerging Scholars, Code Blue and Red, Spring Preview) with 1,378 visitors

Advanced Degrees

- Ethan Foster, Recruiter, Graduated from Arkansas State University with a master's degree in higher education
- Chloe Hester, Recruiter, Began a master's degree in higher education at the University of West Alabama

New Hires

- Stroud Mills, Recruiter
- Fallon Coggin, Recruiter
- Madison Thompson, Recruitment Office Specialist

Professional Development

- Michael Holloway, Director of Recruitment and Orientation, was accepted in the Jim Ingram Community Leadership Institute through CDF in Lee County
- Chloe Hester and Ethan Foster were selected to participate in the year-long LDI program at ICC.

Professional Organizations

- All staff in Recruitment and Orientation attended the state conference in July and joined as members of Mississippi Association of Collegiate Registrars and Admissions Officers (MACRAO)
- Chloe Hester and Tyrani Key attended Women in Higher Education-Mississippi Network (WHEMN) in 2025

BUSINESS SERVICES

SANDI SOUTH, VICE PRESIDENT

BUSINESS SERVICES

- Implemented ACH for vendor payments
- Launched (soft rollout) new digital workflows through the Dynamic Forms system, including a Travel Request Authorization and Travel Reimbursement Form in March 2026, reducing paper usage and significantly improving efficiency in the approval process.
- Implemented a Budget Transfer Request Form via Dynamic Forms in March 2026, enhancing accessibility and streamlining internal financial operations.
- Expanded travel card utilization across multiple departments, increasing flexibility and efficiency in managing college travel-related expenses.
- Restructured a key business office role on the Fulton Campus by dividing the former Business Manager position into two specialized roles: Director of Business Services and Director of Purchasing allowing for improved operational focus. (Summer 2025).
- Recruited and onboarded an external candidate on the Tupelo Campus, who began in February 2026 for training to support continuity of operations and assume expanded responsibilities aligned with departmental needs.
- Beginning development of online purchase requisitions.

TELECOMMUNICATION INFORMATION SYSTEMS (TIS)

- Expanded video surveillance coverage in various high-traffic areas, both indoors and outdoors. Upgraded and structured security camera system including the implementation of AI systems.
- Restructured and improved access control system including automated cardholder data updates.
- Added anti-fraud algorithms to our admissions application.
- Developed a comprehensive band camp application system.
- Developed a student complaint system.
- Developed a Silent Witness anonymous criminal reporting system for Campus Police.
- Led and implemented EAB's Navigate360 system developed with data-specific discovery methods that aid advising, recruiting, and instruction with achieving enrollment, student persistence, and student success goals.

- Introduced AI coding practices using GitHub CoPilot.
- Implemented an enterprise-class coding repository for multi-member coding team.
- Onboarded and implemented the new Dynamic Forms system including six new online forms for the business office and dual credit.
- Brought our web presences into ADA compliance using the WCAG 2.0 standard.
- Migrated Citrix Virtual Desktop and Application platform into native Microsoft Remote Desktop Services for entire college, targeting significant cost management for year 2026 forward.
- Migrated Dell Data Domain Backup Repository to Veeam Hardened Repository in primary datacenter, targeting significant cost management and security for year 2026 forward.
- Migrated 600 endpoints to Dell PC model, reducing licensing, operational, and reoccurring costs for technology system.
- Design and Implementation of Microsoft System Center Endpoint Manager, targeting complete lifecycle management for computer systems.

CAREER AND WORKFORCE EDUCATION

BARRY EMISON, VICE PRESIDENT

CONTINUING EDUCATION AND CAREER SERVICES

Josh Gammill, Director

- Through the Senior College program, students actively engaged in meaningful community service by collecting and donating 762 items to support Operation Christmas Child, resulting in the distribution of 82 shoeboxes and an additional \$160 contributed for further support. Participants also assembled and delivered 50 toiletry care packages to Saints Brew to assist individuals experiencing homelessness. These efforts directly advance Initiative 2a by fostering a culture of volunteerism and civic engagement through co-curricular activities, while also supporting Initiative 3b by encouraging lifelong learning through service-oriented experiences.
- ICC's Small Business Showcase strengthened connections between the college and the local business community by partnering with four small businesses and engaging 35 participants in FY25. This initiative promoted local entrepreneurship, increased community awareness, and created meaningful interactions between consumers and business owners. This work supports Initiative 2b by cultivating and enhancing community and workforce partnerships, while also contributing to Initiative 3a by exposing participants to real-world business practices and entrepreneurial opportunities.
- In collaboration with the Tenn Tom Moving Youth Grant and North Mississippi Health Services, ICC delivered CNA training to 51 recent high school graduates. This partnership provided students with industry-recognized credentials and direct pathways into the healthcare workforce. This initiative strongly supports Initiative 3a by delivering industry-driven training aligned with workforce needs, while also advancing Initiative 2b through the development of strategic partnerships with regional healthcare providers.
- ICC continued its partnership with the Three Rivers Planning and Development District to provide Class B CDL training for municipal employees across the Mississippi Partnership region, serving 13 participants in FY25. This program enhances workforce capacity for local governments and strengthens regional collaboration. This effort

aligns with Initiative 2b by reinforcing partnerships with public sector employers and supports Initiative 3a by delivering targeted, workforce-focused training.

- Through an ongoing partnership with Ashley Distribution, ICC trained 32 incumbent employees to obtain their Class A CDL licenses, directly addressing industry workforce needs. This initiative exemplifies Initiative 3a by providing customized, industry-driven training that improves employability and career advancement, while also advancing Initiative 2b through sustained employer collaboration.
- The Dinner and Demo series partnered with five local restaurants and food trucks to provide 114 participants with an immersive, hands-on culinary experience. This initiative allowed participants to gain behind-the-scenes insight into the culinary industry while supporting local businesses. This program supports Initiative 2b by strengthening community partnerships and local economic engagement, and aligns with Initiative 3b by offering interactive, student-centered learning opportunities that promote continued engagement and skill development.

ADULT EDUCATION

Audra Perry, Director

- Shundria Whitfield earned a second master's degree, Master of Arts in Higher Education/Student Personnel from the University of Mississippi.
- From April 2025 to 2026, the Adult Education department served 517 individuals across the college's 5-county service area. By serving those individuals, we connect them with community resources, potential employers as well as future education and training opportunities.
- In Adult Education (AE), we measure how well/ how much our students are learning through earning measurable skills gains (MSGs). The state of MS Office of Adult Education sets a benchmark for all AE programs on an annual basis, and the latest benchmark was set at 56.5%, meaning at least 56.5% of the students our programs serve must earn a Measurable Skills Gain during the program year. From July 2025 to present, our MSGs percentage is 62%. Each program year begins July 1 and end June 30.
- We've helped 172 students earn a high school equivalency (HSE) diploma from the state of Mississippi during the given timeframe. To be exact, 46 earned their diploma by taking HiSET assessments, 6 took GED assessments, and 120 Total Transcript (a combination of HiSET, GED and WorkKeys assessments).
- Chad Caldwell earned a Bachelor of Science in Business Administration from Mississippi University for Women.

- Fifty-one (51) individuals who completed our program during the given timeframe matriculated to post-secondary education or training programs offered through ICC. This includes short-term pathway programs, certificate programs, AAS and AA degree programs).
- Sixty-nine (69) of the students enrolled in the Adult Education program during the given timeframe earned a certificate for completing "Employability Skills" training (Smart Start). The curriculum includes topics such as career exploration, time management, workplace etiquette, appropriate attire, interview skills, etc., many, if not all, of which have been identified as areas lacking employees by local employers.
- Through their participation in the Adult Education (AE) program, our students can take the ACT WorkKeys assessments to earn a National Career Readiness Certificate (NCRC), a nationally recognized credential. During the given timeframe, sixty-eight (68) students earned this credential (34 Bronze, 31 Silver, 2 Gold and 1 Platinum).

WORKFORCE EDUCATION

T.Z. Waters, Director

Itawamba, Chickasaw, and Pontotoc Hall partnered with the Advising center to provide an opportunity for the students to ask questions about advising, career choices, and a how to on Career Testing. Carla Garrett from the advising center was in attendance. Candy and information were provided.

Workforce Education Program Overview

- Workforce Education collaborated with Toyota to create the Create Your Future Internship program by providing Manufacturing Skills Basic Certificate (MSBC) program to the area high school seniors exposing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at the Toyota plant. Since its inception, a total of 106 students from 13 area high schools completed the internship.
- Workforce Education partnered with Toyota to grow their own pipeline of skills technicians in the company through creating the Production-to-Skills (P2S) program. ICC provides a series of technical classes (450 hours+) to selected employees who have been identified by the company to be developed as industrial maintenance technician. Since its inception, a total of 34 employees have completed the P2S program.
- Workforce Education collaborated with CREATE Spain Internship to offer Essential Skills Training (EST) program to high school students participating in an internship program. The EST program reinforces employability skills necessary for individuals entering the workforce. Upon completion of the ICC EST program, these students start

their internships at participating businesses. Since its inception, Spain Foundation is the grant resource supporting Spain Internship, providing work experiences and exposure to various careers for over 200 students from 13 area high schools through over 100 employers.

- \$570,992.43 Workforce Enhancement Training Funds
- Total Workforce Class Hours 6,180
 - College Supported Class Hours 3,556
 - College Delivered Class Hours 2,624
 - 214 Workforce classes
 - 150 college-delivered
 - 64 college-supported
 - 1,720 trainees in classes (duplicated headcount)
 - 899 workforce trainees (non-duplicated headcount)
 - 17 total projects for companies
 - 84 maintenance skills assessments conducted for companies
 - \$217,257.18 gross revenue from workforce training and services
 - 51 individuals took online Workforce courses, generated \$2,295 gross revenue
- Mississippi Manufacturer Association-Manufacturing Extension Partnership (MMA-MEP) Partnership Center
 - A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant funding of \$100,000 annually, for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, 10 manufacturing companies who had workforce training projects through the ICC MMA-MEP Center reported an overall positive impact of \$1.68M+ in cost savings, investment, and sales.
- Belden Conference Center
 - 6,602 attendees.
 - Generated \$84,530 in revenue from room and rental fees.
 - Hosted meetings and events for various local and state agencies and organizations, such as, Appalachian Regional Commission (ARC), Community Relations Association, Community Development Foundation, CREATE, North Mississippi Educational Consortium, North Mississippi Health Services, and Three Rivers Planning and Development District.
 - Hosted competitions for Future Farmers of America (FFA) and other organizations.
- Workforce Education Grants Awarded
 - Workforce Enhancement Training (WET) Grants

- Funded through WET funds and approved by Accelerate MS, this grant provides \$355,797.66 for workforce projects, of which \$181,634.68 allocated to Workforce salaries and \$33,560.09 designated for program costs, bringing the total funding to \$570,992.43.
- NIST – MEP Grant
 - Funded by the National Institute of Standards and Technology (NIST) and administered through the Mississippi Manufacturing Association, this grant provides \$100,000.

CAREER EDUCATION

Dylan Baldwin, Dean

- Itawamba Community College has been named a 2026 Tree Campus Higher Education institution by the Arbor Day Foundation, highlighting a campus-wide commitment to tree care, sustainability and hands-on learning opportunities for students. This honor reflects the teamwork behind protecting and growing the natural spaces that shape the ICC experience every day.
- Construction Management and Forestry programs held a joint Annual Spring Career Fair on the Fulton Campus. We hosted 40 regional employers, industry partners and university transfer partners. We also had 75 current students, and 140 prospective high school students attend with their career coaches and/or CTE instructors.
- Construction Management Technology opened a Virtual Construction Lab in its classroom. The Virtual Lab consists of 32 Surface laptops, 5 Meta VR headsets and a Caterpillar simulator that simulates a mini-excavator piece of equipment. This lab gives CMT students the ability to enhance learning outcomes through virtual construction training in real-life scenarios. The lab was funded in part by federal Perkins funds and a donation from Eutaw Construction.
- Construction Management has added five construction-student-specific scholarships funded through industry partners within the last 12 months. These scholarships will aid in recruiting of students and retention with the added financial support from industry partners.
- CMT moved to a selective admissions process for enrollment in the program for the Fall 2025 cohort. The selective admissions process will allow a better and more competitive analysis of candidates, as well as promote retention and number of graduates obtaining degrees and entering the workforce in their field of study. The Fall 2025 cohort had 68 applications resulting in enrollment of 35 students into the CMT program. The application is open for Fall 2026 enrollment now.

- CMT partnered with North MS FORGE to host a tailgate before one of the home football games. The tailgate social offered students volunteer opportunities and networking with industry partners as they served the community together prior to the start of the football game.
- Received third round of Metallica Scholars Grant.
- Began second full year of ARISE cybersecurity grant.
- Opened virtual construction lab in construction management program.
- Received three Fanuc R2000 robots for the Robotics program.
- Precision Machining program received \$20,000 Haas grant and awarded 12 students with \$1,200 scholarships during their final semester of the program.
- ASE Recertified Master Truck Technician

WIOA/WIN JOB CENTERS

Josh Gammill, Director

- ICC's Gateway Youth program served 68 participants ages 16–24 in partnership with 11 employers, providing valuable work-based learning experiences that prepare participants for long-term employment. This initiative supports Initiative 3b by offering student-centered support services that promote active learning and career readiness, while also advancing Initiative 2b through strong employer partnerships that create pathways to employment.
- The CAMT Apprenticeship program partnered with 14 local employers to provide 38 new Career Education students with hands-on, paid apprenticeship experiences. Through this “earn while you learn” model, students gained critical workforce skills while continuing their education. This initiative is a direct reflection of Initiative 3a, delivering innovative, industry-aligned training, and supports Initiative 2b by building and sustaining meaningful workforce partnerships.
- ICC's On-the-Job Training program partnered with 6 local companies to support 54 new employees through structured training opportunities, reimbursing \$103,904.80 in wages. This initiative equips participants with essential job skills while supporting employer workforce development needs. This work aligns with Initiative 3a by enhancing employability through practical, job-based training and advances Initiative 2b by strengthening partnerships with local industry.
- The Career STEP program supported 115 participants by providing access to targeted education and workforce training designed to equip individuals with the skills necessary to secure meaningful employment. A total of \$461,568.94 was invested to address participants' workforce development needs, removing barriers and expanding

access to career opportunities. This effort directly advances Initiative 3a by delivering practical, job-based training that enhances employability.

HUMAN RESOURCES AND ADMINISTRATION

TIM SENTER, VICE PRESIDENT

PHYSICAL PLANT

John Wayne Harris, Director

Managed Projects:

Health Science Addition - \$3,419,000

Truck Driving Facility - \$2,704,000

Completed Projects:

Baseball Field Renovation - \$2,367,894

Administration Fire Restoration Project - \$1,100,000

Connection Center - \$4,998,500

Sheffield Hall Interior Renovation - \$1,275,000

PRINT SHOP

John Bowen, Director

This year the print shop printed approximately 8,500 shirts for the college.

We also started heat pressing DTF (direct-to-film) images. This year we purchased a heat press that will allow us to do this type of printing. This is helpful in that it allows us to print smaller quantities of shirts without having the cost of outputting film and making screens to print. This is especially helpful in shirt orders that are fewer than 20 items. We are outsourcing the DTF film that we use to print. In the future we would like to look at the possibilities of purchasing our own DTF printer. This would also allow the bookstores to have smaller amounts for inventory in the store. If an item is needing restocked, we can easily and cost-efficiently create small quantities.

We also produced approximately 1.2 million color and black/white copies for the college. This

includes exams, study guides, notetakers, posters, rack cards, etc. for the college.

TRANSPORTATION

Jason Williams, Director

- Purchased two new Chrysler Voyagers for employees to check out and one F250 for the bus shop. Vans will be used for sports teams travelling to and from competitions and transporting families during recruiting visits. They also offer updated transportation for employees. The truck will be used as an updated service vehicle for the college transportation department.

INSTRUCTIONAL SERVICES

DR. MICHELLE CLOUSE, VICE PRESIDENT

INSTITUTIONAL RESEARCH AND EFFECTIVENESS

Brandi Torres, Director

- Planned and hosted the strategic planning retreat to establish the colleges 2027-2030 college wide strategic plan.

INSTRUCTIONAL SUPPORT SERVICES

Nathan Ward, Director

- To comply with the April 24, 2026, Department of Justice deadline regarding federal regulations related to the Web Content Accessibility Guidelines (WCAG), all eLearning course models have been reviewed for accessibility using the CidiLabs UDOIT accessibility checking tool. In addition, all past courses—both traditional and online—from Summer 2013 through Spring 2025 have been archived.
- Moving forward, the following archiving schedule will be implemented: spring courses will be archived after March 15, while summer and fall courses will be archived after October 15.

From Fall 2025 through Spring 2026, Instructional Support has:

- Hosted student-led and staff-led workshops (grammar, calculator operations, study methods, registration, study methods for finals, math refresher, etc.).
- Utilized technology to target high-risk students via DropOut Detective and contact those students individually to offer resources for success.
- Added other departmental information to an available kiosk in the Instructional Support Center to make students aware of other resources on campus.
- Added additional computers for student usage in the Instructional Support Center.
- Targeted students with an average of 70 or lower in any registered course with individualized emails with tailored instructional support resources.

- Developed an automated messaging structure that individualizes communication with a student based on specific coursework to offer directly relevant resources.
- Messaged more than 4,000 students (including duplicates) with individualized emails and/or Canvas messages.
- Performed correlational analysis across many datasets to identify patterns:
 - MAT1314 outcomes to ACT subscore in math
 - MAT1314 outcomes to absences
 - MAT1314 outcomes to ACT subscore in math for traditional classes specifically
 - MAT 1314 outcomes of ACT subscore in math for online classes specifically
 - MAT1314 outcomes to absences in traditional classes specifically
 - MAT1314 outcomes to absences in online classes specifically
 - CHE1214 outcomes to ACT subscore in math
 - CHE1214 outcomes to ACT subscore in science
 - CHE1214 outcomes to absences
 - ACC 2213 outcomes to absences
 - ACC 2213 outcomes to ACT composite score
 - ACC 2223 outcomes to absences
 - ACC 2223 outcomes to ACT composite score
 - BIO 2514 outcomes to absences
 - ENG 1113 outcomes to absences
 - ENG 1114 outcomes to absences
 - MAT 1613 outcomes to absences
 - MAT 1614 outcomes to absences
- Determined top twenty courses with lowest retention rate
- Developed individualized support plans for struggling students.
- Altered Instructional Support Team Member schedule on website to make it more aesthetically pleasing.
- Made a presentation regarding Instructional Support to student athletes.
- Made a presentation regarding Instructional Support to English Roundtable on Tupelo Campus.

From Fall 2025 through Spring 2026, Instructional Support has:

- Developed Session Notes Form on Microsoft Forms to collect data on IS Team Member interactions with individual students.
- Developed Instructional Support Team Member interest form to collect information from prospective team members.
- Had a total of 355 visits for IS from 202 individual students in Fall 2025.

- A current total of 77 visits for IS in Spring 2026.
- Developed a mail merge template for SDS to streamline their communication process regarding student accommodations to instructors (decreased required time for that task by a working day or more into ten minutes).
- Begun identifying datasets needed to assist the Library with purging inactive users from their integrated library system database.
- Contacted approximately 372 students with less than a 2.0 GPA with tiered communication in association with the academic recovery program.
- Utilized Microsoft Forms to better track IS data.
- Compiled historic ACCESS data to include additional metrics to be used for completion, retention, and recruiting data.
- Set up tables at Involvement Fairs and Preview Days to ensure current and potential students are aware of the Instructional Support Center and the services offered to all ICC students, including Dual Credit.
- Created a comprehensive training agenda for incoming IS Team Members to ensure the highest quality of instructional support across subject areas.
- Proofed 133 writing assignments via Brainfuse Writing Lab.
- Added English IS Team Members as TAs to all sections of ENG 0131 to provide consistent messaging and encouragement to utilize the ISC.
- Made presentation regarding Instructional Support to Middle College orientation group.
- Provided graduation navigation communications to nearly 3,000 students, including individualized outreach outlining outstanding degree requirements for ACCESS program participants to support timely completion.
- Conducted athletic academic progress checks at two key intervals during the semester, ensuring compliance with institutional and eligibility standards for student-athletes.
- Collaborated with TIS to design and implement a standardized method for identifying and tracking ACCESS student cohorts within the BANNER system, improving reporting accuracy and program oversight.
- Fulfilled approximately 85 orders through the Trading Post food pantry, supporting student access to essential food resources and contributing to basic needs security initiatives.
- Continued progress toward completion of a Master of Arts degree at the University of West Alabama, demonstrating ongoing professional and academic development.
- Gained in-class instructional experience by teaching the ACCESS Orientation course during the Fall term, contributing to student onboarding and program success.

- Met with future Division Chair to collaboratively plan and align curriculum for the course scheduled to be taught in Fall 2026, ensuring readiness and instructional quality.
- Shadowed current ICC instructors to gain insight into effective teaching strategies, classroom management techniques, and instructional best practices, strengthening readiness for independent teaching responsibilities.
- For this year's Honors in Action project, PTK members planned and held an Insight Luncheon to highlight the Bloom program of ICC. The event featured speakers, including the college president, Dr. Jay Allen, who highlighted the positive impact of the Bloom program on neurodivergent students and the ICC community. After the presentation, nearly all respondents reported that the presentation improved their understanding of neurodivergent strengths, with overwhelmingly positive feedback. Local business owners in attendance showed interest in partnering with Bloom for student internships, and many expressed a desire to provide financial support. Seventy-four community members, local business owners, and educators attended this event.

LIBRARY SERVICES

Holly Gray

- Selected for the 2025-2026 Mississippi Community College Fellows Program cohort.

PTK/HONORS

ICC's PTK Chapter: Leadership and Advisers

- Itawamba Community College Leadership made the decision to move from two ICC PTK Chapters into one, cohesive chapter, enabling all students from each location, including Dual Credit and eLearning students, to become more engaged in the chapter. Upsilon Sigma is the official ICC PTK Chapter.
- Adviser roles were formally identified and divided into five different roles, one for each major part of PTK presence on campus:
 - Membership Adviser - Danny Oswalt
 - Honors in Action Adviser - Megan Pearson
 - College Project Adviser - Dr. Anna Catherine Daher
 - Student Engagement Adviser - Bethany Bonner
 - Travel Adviser - Blair Cullum
- PTK Officers successfully planned and implemented the PTK × Bloom Tailgate on October 23, 2025, engaging approximately 25 PTK members. The event reached over 200 individuals, including 87 students who scanned the

QR code, an additional 31 students who participated but were unable to scan, and an estimated 100 community members. This collaborative effort promoted student engagement, inclusion, and awareness of both PTK and the Bloom program.

- New PTK Upsilon Sigma Chapter memberships increased from 296 in 2024 to 359 in 2025.
 - That is an increase of 63 members or 21.28%.
- Awarded a Five-Star Chapter for 2025.
- Lowered dues from \$115.00 to \$85.00 beginning in January 2026.
- Beginning in January 2026, the required minimum GPA went from 3.5 to 3.25. This increases membership availability for more students, thereby increasing service and scholarship opportunities for more students.
- Held transfer visits from Mississippi State (x2), Ole Miss, and Ole Miss-Tupelo for PTK students to ask questions and discuss their scholarship opportunities. Many students were able to receive their verification of membership after these meetings to receive their scholarships.
- Seven students from the leadership team are attending the PTK Catalyst National Convention in Baltimore, Maryland.
- Four students made the 2026 All-MS Academic Team
 - 1st Team - Katelynn Montgomery
 - 2nd Team - Zoey Britt
 - 2nd Team - Ava K. Moore
 - 2nd Team - Brannan Newell
- Katelynn Montgomery won the 2026 Order of the Golden Key award.

BUSINESS DIVISION

Dr. Edana Nail, Chair

- Students may now work toward completing an Associate of Business degree in lieu of, or addition to, their Associate of Arts degree, providing more options and employability.
- Expanded the Business Council (school of business club) to the Tupelo campus.
- The business council has been active on the Fulton campus for a few years now, but starting in the Fall of 2025, it is now available and utilized on both campuses.

COMMUNICATIONS DIVISION

Anna Begnaud, Chair

Jenny Bowers

- Judged creative writing competition
- Rebuilt literature classes and included innovative assignments that allow students to experience literature through video journaling. Increased the rigor of discussion questions to align with college-level expectations.
- Serves as a faculty sponsor for Sigma Kappa Delta, the national honorary society for English at the two-year college
- Spent seven days scoring AP Language exams. Scored over 900 exams with an excellent rating for speed and accuracy.

James Morris

- Served as Film Club Adviser, supporting student engagement and fostering a welcoming campus environment through extracurricular programming and collaborative film-related activities.
- Served as editor of the college literary magazine, Calliope, mentoring student writers and helping produce a publication that showcases student creative work and supports a welcoming and engaged campus culture.
- Along with Dr. Craig, organized and hosted spring and fall campus poetry slams, providing students with opportunities for creative expression, performance, and community engagement while fostering a welcoming collegiate environment.
- Coordinated student participation in the ICC / MCCCWA Writing Contest, promoting academic achievement and providing students with opportunities for regional recognition of their writing.
- Published four poems in national literary journals (The Queens Review, Steam Ticket, and New York Quarterly), maintaining active professional engagement in the field of creative writing and bringing current literary practice into the classroom to support effective teaching.
- Raised money for St. Jude Children's Research Hospital, promoting community involvement and volunteerism among the campus community.

Jimmy Humphries

- Integrated additional lecture videos into Canvas to enhance instructional delivery, reinforce key course concepts, and support student growth and academic success.

Danny Oswalt

- The Communications Division hosted its annual English Roundtable, with 38 participants representing 15 schools across 10 districts within the ICC service area. The event provided an opportunity to share best practices in English instruction and to engage in meaningful discussions about transitional writing from high school to community college and university settings. The keynote speaker, representing the University of Mississippi Writing Project,

addressed the challenges currently facing composition instruction and offered insight into effective strategies for addressing those issues. Seven members of the English faculty attended the event, which was coordinated by Danny Oswalt, ICC English instructor.

Ashley Craig

- Helped judge poetry for the MCCCWA awards.
- Students brought items to donate to Beds for Kids.
- Proposal to write a book chapter about Edward Albee was accepted. The book, *Albee's World: 100 Years of America's Playwright*, will be published in May 2027 by Manchester University Press.

COMPUTER SCIENCE DIVISION

Bradley Howard, Chair

- Bradley Howard remodeled CSC 1113 Computer Concepts and CSC 1123 Computer Applications (traditional and online) in Summer 2025. Changes included a new update on the textbook, new software, revamping Canvas to integrate Pearson into the LMS, updating the lab manual, and adding updates from our recent curriculum alignment. Updates for curriculum alignment include adding artificial intelligence and emerging technologies (CSC 1113) and adding emerging technologies and cybersecurity (CSC 1123).
- Bradley Howard, Edana Nail, and Liz Tally took students to Germany, Italy, Switzerland, and Austria in May 2025. The trip was connected to CSC 1114 Computer Concepts Global Experience (Spring 2025). We also offered a Global Experience Language Seminar on 4/30/25 to help travelers learn some of the languages they would encounter on the trip.
- Bradley Howard and Caleb Ramey attended the Creating Futures Through Technology Conference in Biloxi, MS.
- Bradley Howard and Josh Gammill provided 10 Artificial Intelligence PD courses to ICC employees: Intro to AI, Intro to Generative AI, AI for Manufacturing, Applied Ethics in AI, AI for Cybersecurity, Intro to Machine Learning, AI for Computer Vision, Applied Mathematics for AI, and Data Centric AI. The courses were developed by the Mississippi Artificial Intelligence Network. Each course has 16 weeks of content for a total of 32 pd hours per course. All courses were also updated with UDOIT for disability access.
- Caleb Ramey was hired as a full-time Computer Science instructor.
- STEM Club hosted Lynn Otis (former Deputy Director of the Department of Defense Cyber Crime Center Cyber Forensics Lab). She spoke to students about serving in her former position in Washington, D.C.
- Bradley Howard and Heather McCormick traveled to Indiana to support two STEM students (Sara Davis and Analyse McMillen) selected for Department of Defense SPICE internships. ICC was one of two community colleges

in the nation to be selected. This was an 11-week paid internship program which gives students exposure to the Department of Defense (DoD), DoD accessor training, security clearance, and connections with industry contacts.

- The School of STEM hosted (2) STEM Advisory Committee meetings. The first was on 9/11/25 and the second was 2/26/26.
- Matt Laubhan (Mississippi Live Weather) spoke to STEM Club and The Business Council students about meteorology and his new business ventures after leaving WTVA.
- Bradley Howard attended the Mississippi Cyber Initiative Conference (Cybersecurity) at Mississippi State University on March 24-25.

SCHOOL OF STEM

Dr. Jada Mills, Bradley Howard, Heather McCormick, Directors

- STEM Day at IAC: MS Children's Museum traveled to IAC with STEM activities for 4th and 5th grade students (3/20/26) (paid for through MS Space Grant Consortium: \$2,000)
- Five \$500 scholarships awarded to engineering students (paid for by MS Space Grant Consortium: \$2,000)
- Brown University collaboration with ICC Special Topics in Biology class. Students conducted research on air and noise pollution in Fulton, Mississippi, during the spring of 2025. They presented their research at the end of the semester.
- Brown University continued collaboration with ICC through summer 2025. Three students were selected through an interview process to serve as paid interns. Lindsey Patterson and Jada Mills were faculty advisors. Students presented their research on 9/17/25.
- The Mississippi IDeA Network of Biomedical Research Excellence (INBRE) is a network of colleges and universities, designed to build a biomedical research infrastructure in Mississippi. Our mission is to reach out to Mississippians to improve health throughout the state and to engage talented researchers and students in biomedical research projects that will increase the state's research competitiveness. INBRE shared opportunities with students.
- STEM hosted Mississippi Rural Physician Scholarship Program/Mississippi Rural Dental Scholarship Program on campus.
- STEM Club traveled to US Space & Rocket Center on 11/14/25 paid for by the MS Space Grant Consortium.
- STEM Club traveled to Wilson Dam sponsored by TVA.
- The Mathematics Division moved the four-hour calculus class on the Fulton Campus from meeting three days a week (including Fridays) to meeting Monday through Thursday for 50 minutes each day. This gives students the

same information in smaller chunks to help them better comprehend the material. This also means that there are more tests with less material on each test.

- Calculus I classes on the Fulton Campus met Monday through Thursday for 50 minutes each day, rather than meeting two or three times a week. This provides students with smaller chunks of material that are easier to comprehend, as well as more tests with less material on each test.
- The Mathematics Division expanded the daily College Algebra with Lab classes to the Fulton Campus. Classes met for 50 minutes Monday through Thursday. This provided students with smaller chunks of material that were easier to comprehend, enabled instructors to spend more time in the lab with students or in class working examples, and enabled instructors to give more tests.
- The Mathematics Division began offering Quantitative Reasoning with Lab as a daily class. Classes met for 50 minutes Monday through Thursday. This provided students with smaller chunks of material that are easier to comprehend, enabled instructors to spend more time in the lab with students or in class working examples, and enabled instructors to give more tests.
- The Mathematics Division expanded the daily College Algebra classes with Lab to the Fulton Campus. Classes meet for 50 minutes Monday through Thursday. This provides students with smaller chunks of material that are easier to comprehend, enabled instructors to spend more time in the lab with students or in class working examples, and enabled instructors to give more tests.
- The Mathematics Division offered its first hybrid College Algebra with Lab class as an afternoon class specifically to make the class more accessible for teacher assistants working on their degree. The afternoon class enables them to come to class right after work and still be able to spend time in the evening with their family. It is taught like a tutoring session with time spent going over homework questions and/or questions from the videos, as well as time in the lab. The students appear to be enjoying the class.
- The Mathematics Division offered its first hybrid Real Number System sections. While the day class students enrolled in the hybrid section because it was the only section offered, the afternoon class is geared towards teacher assistants who are working on their degree. Meeting in the afternoon allows them to come straight from school to ICC and then still be able to spend time in the evening with their families.
- Engineering and other STEM majors attended a presentation in the STEM Lounge hosted by current MSU engineering students (one of whom was an ICC alumnus). The presentation was part of the capstone project of the engineering students who discussed MSU's engineering program, as well as their experiences in internships and in their education.
- The School of STEM hosted its annual STEM Week during the first week of February. On Monday (2/2), MSU set up tables in the lobby area of the NS Building on the Fulton Campus representing various STEM fields; students were able to stop by the tables and discuss information about transferring to MSU. Ole Miss had planned to host a

similar event on Tuesday (2/3), but that event was postponed due to Winter Storm Fern. Carla Garrett hosted a presentation about resumes and cover letters on Wednesday (2/4) and about interview skills on Thursday (2/5). Mock Interviews for students were to be held on Friday (2/6) but were postponed until 2/19 due to a water main break.

- The Mobile Planetarium hosted students on two separate occasions. On November 21, 2025, we hosted between 60 and 70 fifth graders and their teachers from Webster County. STEM students volunteered to help with the planetarium, including narrating the Earth and Moon Show. On February 20, 2026, the planetarium was open for between 30 and 35 middle school students and their teachers who attended the Junior High Math Tournament. Once again STEM students volunteered to help with the planetarium, including a different script for this group--the Aurora Borealis.
- A committee developed the framework for two possible data science pathways (STEM and non-STEM). This pathway laid out the coursework for a student's first two years at ICC with classes emphasizing AI and data science.
- The School of STEM received a \$30,000 donation from TVA. Part of these funds were used to purchase furniture for a STEM Lounge on the Tupelo Campus. The remaining funds will be used to continue the development of the STEM Lounge with the building of study rooms.

ELEARNING INSTRUCTION

Denise Gillespie, Dean

- Attended the Mississippi Communication Association Conference.
- Bradley Howard completed UDOIT updates for IST 1313 (Career Education's Visual Basic) and NUT 1143 (Radiology) online courses for disability updates.
- Implemented a monthly eLearning newsletter outlining important dates, hyperlinks to the academic calendar, a "Dean's Tip of the Month", etc. The point of this was to provide intentional communication to all students enrolled in an online course (academic and CTE). Additionally, MSVCC hosted students received consistent communication for testing requirements/policies, technical help, etc.
- Created an AI Roundtable, in which deans, faculty, and other staff met to discuss challenges with AI in instruction, how to adapt to AI in the classroom, and how to modernize instruction with the new and upcoming generations. This operated as both a coaching session and a way to get feedback from those in the classroom. Facilitated by Riley Morgan and Melanie Francis
- Completion of multiple doctoral courses

HEALTH SCIENCE INSTRUCTION

Tonya Vaughn, Dean

- Began construction on the Health Science Education building to increase space for the expanding health science education programs and move the Emergency Medical Service- Paramedic from the Belden Center to the building with the other health science programs. Proposed completion date is April 2026.
- The Health Science Division continues to demonstrate strong outcomes that support student success and program excellence. The Associate Degree Nursing program increased its graduation rate from 58% to 74% while maintaining a 96% board pass rate. The Radiologic Technology program successfully completed a programmatic accreditation review and received full accreditation for eight years, and the Surgical Technology program earned full accreditation for ten years following its recent site visit.
- The Respiratory Care Technology program was nationally recognized by the Commission on Accreditation for Respiratory Care as a Recipient of Distinguished RRT Credentialing Success and currently maintains the highest Registered Respiratory Therapist (RRT) credential pass rates in Mississippi.
- Additionally, all eleven programs in the Health Science Division collaborated to host four Code Blue and Red recruiting events for area high school seniors interested in healthcare careers. These events highlighted each profession and demonstrated the collaborative nature of healthcare in providing comprehensive patient care.
- The ICC Radiologic Technology program had a 100% graduation retention rate, 100% graduate employment rate, and a 100% first attempt board exam pass rate.
- July 2025, the practical nursing department graduated 21 students. Of the 21 graduates, 20 have taken NCLEX-PN exam for licensure and successfully passed and are employed as LPNs.
December 2025, the practical nursing department graduated 30 students. Of the 30 graduates, 23 have taken NCLEX-PN exam for licensure with 21 successfully passing and these 21 employed as LPNs. Of the 30 graduates, 7 are waiting for testing dates for NCLEX-PN and the 2 graduates' unsuccessful exam, plan to re-take the NCLEX-PN as soon as possible.
- Night to Shine; March 2026 Special Olympics, Down Syndrome Awareness March 2026
- As part of our student organization students are required to complete 20 hours of community service while enrolled in the program. Each semester we seek various opportunities where students can serve and give back to the community. In addition to organizations mentions above we have partnered with NMMC, The Shine Foundation and Camp Tik-a-with-a.
- The AD Nursing department at ICC utilizes students' comprehensive exit exam analyses, former student surveys, employer surveys, and an advisory council to identify and strengthen gaps in learning and practice. Data is

collected and used each year to strengthen areas of deficiencies noted within the program. AD faculty utilize the data to adapt the AD curriculum in improving student performance in both the classroom and clinical/practice.

- The Health Information Technology program entered a Demonstration Program for our next accreditation. The new accreditation period is aimed at competency-based education. By entering the Demonstration Program our program will get enhanced training toward the competency-based education model and assignments that meet the competencies. We will collaborate with other Health Information programs all over the United States to elevate our program in a competency-based education model.
- Also, our program will receive commendation from CAHIIM as an early adopter that will be sent to the state board of regents and the ICC institution's leadership.

MATHEMATICS DIVISION

Heather McCormick, Chair

- Successfully hosted the Mississippi Council of Teachers of Mathematics (MCTM) Middle School Regional Math Tournament on campus, welcoming eight regional schools: Itawamba Attendance Center, North Pontotoc Middle School, Pontotoc Junior High School, Holka Attendance Center, Plantersville Middle School, Tremont Attendance Center, Mooreville Middle School, and Tupelo Christian Preparatory School. A total of 28 students and 14 chaperones attended the event.
- This tournament provides an excellent opportunity for students to engage in meaningful mathematics and problem-solving. After the test, students participated in several campus activities, including visiting the planetarium, touring the campus, and going to Chick-fil-A for lunch.
- The tournament was coordinated by Elizabeth Tally, with support from mathematics instructors Heather McCormick, Bobby Jarrell, and Rob Francis.
- Calculus I instructors moved to a 4-day, 50 minute-per-class schedule for Calculus I. We have seen a jump in grades and more time to remediate and bring students along.
- We restructured MAT 1614 Calculus I to meet for 50 minutes, 4 days a week. Previously, the course met for 75 minutes, 2 days a week and 50 minutes every Friday. To this point, the grades in MAT 1614 have improved under the new format.
- Implementation of hybrid scheduling in EDU1613 Foundations in Education & Learning and MAT1723 Real Number System and alternative scheduling (4:00-5:30) in MAT1723 Real Number System for students in the teacher assistant program
- Implementation of new edition of the e-book and resources in MAT1723 Real Number System and MAT1733 Geometry, Measurement, & Probability

- The School of Education started a Teacher Assistant Program, enrolling 15 new students. These students were able to continue working while working toward a degree in education.
- The School of Education and Educators Rising took a group of 7 students to Calhoun Academy to judge a district reading fair.

NATURAL SCIENCE DIVISION

Dr. Jada Mills, Chair

- Began taking responsibility for the MSSGC duties here at ICC.
- Brought a van from the Science Museum to IAC. Dr. Mills, two students, and I volunteered all day to facilitate activities with 3rd, 4th, and 5th grade students.
- Provided an opportunity for students and staff to feed the community by partnering with Emmanuel Church of God in Christ.

SCHOOL OF HUMANITIES

Director

- Stockings for Seniors: ICC students in the Social Science Division donated items for senior citizens at two nursing homes. Rosewood Assisted Living in Tupelo and Courtyard Community Living Center Living in Fulton. 77 blankets, 42 lip balms, 67 body lotions, 39, body washes, 50 pairs of socks, 19 pairs of gloves, headbands, jewelry and more. Partnered with Women of Excellence for donations.
- The Humanities Club members made 50 Christmas cards for residents.
- Developed a partnership with the Saltillo Historical Society to provide internship opportunities to students in the School of Humanities.
- Students celebrated Constitution Day and participated in a Voter Registration Drive. Took place on Tupelo and Fulton Campuses. Circuit Clerks for Itawamba County and Lee County came to help with the drive. Registered over 200 students to vote. Bloom students participated in the drive in Tupelo.
- Held a meeting for students interested in Social Work. Cora Yielding, Ole Miss Tupelo Admissions Counselor, came to discuss scholarships, internship opportunities. Patricia Digby, Ole Miss Tupelo Social Work instructor, came and discussed the curriculum and her career path. Jana Montgomery, licensed Social Worker, came and discussed her career path. Ended with a Q&A session for students.
- Humanities Club members volunteered to read to the preschool on the Fulton Campus during Dr. Seuss week. Students read a Dr. Seuss book to 2 preschool classes and followed by handing out 46 goody bags to the children. The bags included a bookmark for them to color and candy.

- Chase Parham and Jeff Roberson came and spoke about their career paths at a Humanities Club meeting. Followed the meeting with a book signing for their new book, *Stories From Ole Miss Baseball*. Finally, Parham and Roberson put on a live podcast for ICC students and the community. They discussed their book and the writing process. Parham talked about his years at ICC and how he made it to the SEC. They concluded with the future of Sports Journalism and a Q&A session.
- In observance of Black History and the 100th Anniversary of Black History Month, the Humanities club welcomed Bethany Bonner, ICC Adviser and Women of Excellence Sponsor, and Deon Triplett, ICC Psychology Instructor, to discuss their backgrounds and career paths in counseling, religious studies, volunteerism and psychology.
- After the close of MHP CORE, the college has decided to take on this program in a new approach as ICC CORE. Within this program we are in the process of creating a forensics lab for students to have hands-on learning of methods such as fingerprint analysis, simulated blood typing, simulated drug testing, blood splatter analysis, gunshot residue testing, gun ballistic testing and DNA testing just to name a few of the many tasks that students will be able to perform.
- Also, we have purchased a shooting simulator for safe training of firearms with inexperienced students and low-cost training for local law enforcement agencies. With this simulator we can train the next generation of crime fighters in the proper techniques of firearm handling, train them to be prescient in using the firearm without sending a single shot down range. Once the student can show proper handling and technique they will be ready for live fire exercises. Local law enforcement agencies will be afforded the opportunity to train indoors without having to face challenging conditions. With many scenarios offered within the program already, we can create our own scenario-based videos to tailor to specific training needs.
- We have also taken over the ROPS course from MHP, allowing us to utilize the existing course as well as give upgrades to the faculty. More acreage at this training site allows for room to grow as the program progresses.
- Overall, we are creating a scaled down academy for student to experience a taste of what will come once they graduate and continue to the next chapter in their lives while having fun doing so here at the college.
- Held a donation drive for items to fill the Trading Post such as toiletries, snacks and beverages.

STUDENT SERVICES

DR. BRAD BOGGS, VICE PRESIDENT

ADMISSIONS AND REGISTRAR

Rachel Steele, Director

- 12,535 admissions applications were processed from March 7, 2025-March 6, 2026.
- The Registrar's Office awarded 1,363 associate degrees and certificates to 1,295 unique students from the May, August and December 2025 terms.
- Rachel Steele, Director of Admissions and Registrar, successfully completed the Mississippi Community College Leadership Academy.
- Rachel Steele, Director of Admissions and Registrar, served as the MCCB Diploma Mill Task Force Chair. The Task Force developed a Policy and Procedures called the "Policy and Procedures for Determining Secondary Schools Eligible for State Reimbursement," which was approved by the MCCB Board in January 2026, with implementation beginning with the Fall 2026 reimbursement cycle.
- The Admissions Office and TIS collaborated to develop a system for detecting fraudulent applications and verifying applicant identities, thereby safeguarding the College against the enrollment of "ghost students."
- Rachel Steele, Director of Admissions and Registrar, partnered with Mississippi Gulf Coast Community College to present on Diploma Mills at the 2026 Data Conference in Biloxi, Mississippi.

ADVISING

Mande Miller, Dean

Lori Little, Director

- Enrolled and supported 936 dual credit students in fall 2025 and 978 dual credit students in spring 2026, which is approximately 18.5% of the overall student population.
- Enrolled 60 Middle College students from Tupelo High School in the 2025-2026 academic year and graduated 33 students in May 2026.
- Collaborated with TIS to improve administrative efficiency and service for high school counselors to mass register dual credit students.

- Developed a Memorandum of Understanding for dual credit homeschool students.
- Created a Canvas Information Course for Dual Credit students. The course serves to inform dual credit students of all services and programs available for dual credit ICC students.
- Created an early alert measure to notify high school counselors of dual credit students at risk of failing or being dropped.
- Hosted a Middle College Spotlight event to thank donors, showcase the program and recruit local high schools to launch a Middle College program through ICC.
- Supportive and Disability Services served 236 unique students and administered approximately 2,200 tests on the Fulton campus and 1,200 tests on the Tupelo campus during the 2025 - 2026 academic year.
- Supportive and Disability Support Services collaborated with TIS to develop an electronic distribution of individualized accommodation plans.
- Mande Miller successfully completed the Jim Ingram Community Leadership Institute.
- Mande Miller assisted in the coordination of the Cocktail King Fundraiser to support the non-profit organization, Beds for Kids.
- Mande Miller and Cynthia Adams, Supportive and Disability Coordinator (Tupelo), and Curt Sparks, Supportive and Disability Services Coordinator (Fulton), joined the Association on Higher Education and Disability (AHEAD).

Accomplishments

- Fall 25/Spring 26= Athletic Grace Checks
 - 435 Athletes Contacted
 - 283 Student Athlete Appointments
 - 17 Instructional Support Referrals
- New Staff
 - Deborah Hudpseth, Administrative Assistant
 - Chasity Standifer, Administrative Assistant
- Health Science/CTE Fairs
 - 17 Area CTE/Health Science Career Fairs-Advisors present/presented
- eAdviser
 - 1,863 Email Responses
- Advising Center Contacts
 - 7,487 Student Contacts (All campuses)
- Professional Development Offerings
 - Degree Works

- Financial Aid 101
- Spring Advising
 - Bloom, DW, Grad
- Fall Advising
 - Career Tools
- New Advisor Training
 - MUW-Pathways
 - Ole Miss-Social Work
 - Ole Miss-Pathways
- Orientation Sessions
 - 15 Sessions
 - 1,619 Students Registered
- Degree Works
 - Implemented Degree Works with all faculty/staff
 - Off Campus Access Secured
 - How To for Faculty
- EAB
 - System Implementation
 - Advising Center Staff
 - Grade Check Campaigns
 - Collaborated w/TIS and Community Relations To Provide Training
- Advisor Training
 - New Adviser Training
 - Training provided for 16 new/existing staff
- Student Information Sessions
 - Health Science Information (2)
 - Career Education (1)
- Professional Development
 - Blake Buse, Completed Masters, University of Arkansas
 - Lori Little, LDI
- Student Organization Activity
 - Women of Excellence
 - Black History Month

- Community Outreach
- PTK
 - New Members
 - Bloom Tailgate
- Advising Material
 - Instruction Sheets Created: How-To Guides
- Advising Interns
 - Iris Newsome
 - Whitt Willis
- Career Services
 - Resume Repair
- Belden/Fulton/Tupelo Campus
 - 133 Students
 - Mock Interview
- Career Education/Health Science/School of Academics
 - 40
- Career Testing and or Career Counseling
 - Fulton and Tupelo Campus
 - 159 Students
- University/College Visits
 - 48 Individual Visits
- Career Spotlights
 - Art
- Education with Ole Miss
 - Journalism/Communications
 - Teacher Assistant
 - 39 Job Listings

ATHLETICS

Dr. Chad Case, Dean of Students and Athletic Director

- Indian Club Gift Summary (As of March 18th, 2026):
-2022-2023: \$110,743.20

-2023-2024: \$89,459.00

-2024-2025: \$133,563.81

-2025-2026: \$146,622.71

- Facility & Program Enhancements (As of March 2026):
 - New floor chairs for the Davis Event Center
 - Baseball locker room renovation
 - Football field renovations, including irrigation, drainage, lighting, video board, and cart path
 - Soccer lighting improvements
- Academic & Professional Achievements (As of March 2026)
 - Jackie Marquez completed her master's degree in December of 2025
 - No MACC or NJCAA violations
- Academic Excellence
 - 67 NJCAA All-Academic Honors
 - 108 MACCC Academic Honors
 - 8 NJCAA Academic Team of the Year recognitions
 - Volleyball- MACCC Academic Team of the Year (Highest Team GPA)
- Volleyball
 - Region 23 Quarterfinals
 - 3 All-MACCC Selections
 - 2 four-year signees
- Women's Soccer
 - Region 23 Quarterfinals
 - 2 All-MACCC Honorable Mentions
 - 1 four-year signee
- Men's Soccer
 - Region 23 Semifinals

- Villads Juma: MACCC Player of the Year, Region 23 Team Selection, 2nd Team NJCAA All-American
- 4 All-MACC Selections
- 5 Four-year signees

- Men's Soccer

- Region 23 Semifinals
- Villads Juma: MACCC Player of the Year, Region 23 Team Selection, 2nd Team NJCAA All-American
- 4 All-MACC Selections
- 5 Four-year signees

- Football

- 15 Four-year signees
- 12 All-MACCC Honors
- 2 Region 23 Honors
- 1 NJCAA All-American
- Entered NJCAA national rankings at #15
- First national ranking appearance since 2018

- Women's Tennis

- 2 All-MACCC Honors
- National Tournament Appearance: Round of 16 in Women's Doubles

- Men's Tennis

- 1 All-MACCC Honor
- 3rd Place Finish in Region 23
- National Tournament Appearance

- Women's Basketball

- Region 23 Championship (2024-2025)
- 3 Four-Year Signees
- 2025-2026 MACCC Player of the Year: Tootie Lockett
- 4 All MACCC Honors

- Men's Basketball
 - MACCC Championship (2025-2026)
 - 9 Four-year Signees
 - 2025-2026 MACCC Player of the Year: Damarion Winston
 - 2025-2026 MACCC Coach of the Year: Darrian Wilson
 - 4 All MACCC Honors

- Softball
 - 1 NJCAA All-Region Honor
 - 1 NFCA NJCAA DII All-Region Second Team Selection
 - 2 All-MACCC Honors
 - Region 23 Quarterfinals
 - 3 Four-year Signees

- Baseball
 - 6 Four-year Signees
 - 3 All-MACCC Honors
 - 1 NJCAA All-American Honor

CAMPUS POLICE

Jason Dickinson, Chief of Police

National Radar Certified Instructor to help teach with the C.O.R.E program.

FINANCIAL AID

Terry Bland, Director

- The Financial Aid office successfully collaborated with TIS, Admissions, and Institutional Reporting to gather, verify, and compile the required Financial Value Transparency (FVT) and Gainful Employment (GE) data. Despite initial plans to utilize the National Student Clearinghouse, technical and procedural challenges led the team to pivot and submit the data directly to the National Student Loan Data System (NSLDS). The submission was completed

ahead of the 2024 federal deadline, ensuring institutional compliance with the updated federal reporting requirements.

- The successful 2024 FVT/GE submission demonstrated the office's adaptability and commitment to meeting federal compliance standards, even when plans had to shift. Moving forward, the experience has strengthened interdepartmental communication and clarified submission protocols. The team was already on track to meet the October 1, 2025, deadline, with process improvements in place based on lessons learned—specifically regarding data formatting, validation, and contingency planning for future NSLDS submissions.
- The Financial Aid office worked closely with Dr. Jennifer Rogers at the Mississippi Office of Student Financial Aid (MOSFA) to advocate for the addition of a field to include institutional student ID numbers in the enrollment report. MOSFA was able to successfully implement this enhancement by modifying the file format to include Social Security Numbers (SSNs) in a way that allowed institutions to append their own identifiers. As a result, ICC began reporting institutional Student ID numbers for the 2025–2026 academic year and forward. This improvement has already streamlined the state aid reconciliation process by allowing for more efficient data matching within Banner.
- With the implementation of this change by MOSFA, the ICC Financial Aid office now imports enrollment and disbursement files using internal Student ID numbers for population selection and batch processing. This enhancement reduces manual effort, eliminates data entry errors, and improves turnaround time for state aid posting. The office will continue refining internal Banner processes to fully leverage this improvement and will share feedback with MOSFA for any future file layout enhancements. Continued collaboration with state partners remains a key priority in maintaining efficient and compliant financial aid operations.

FITNESS CENTER

Michelle Pruitt, Coordinator

HOUSING AND RESIDENTIAL LIFE

Cathy Bates, Coordinator

- The Housing office hosted the Monster Mash in the ICC Band Hall. This Halloween dance hosted over 300 students in costume from across campus, who mingled and built community. A DJ provided musical entertainment while Hall Directors and Resident Assistants decorated the band hall in a Halloween theme.
- The Housing Department hosted a 1920s themed Murder Mystery party in October of 2025 for all students across all campuses. Over 60 students attended, where they enjoyed 1920s themed food and drink, themed photo

opportunities, and solved a murder using a themed game. The students dressed up and enjoyed engaging with others to solve the mystery.

- Lee Hall hosted an event titled Good Morning, Lee Hall. During this event, residents got to meet with their Resident Assistants while eating breakfast snack foods. This provided an opportunity for residents to ask their RAs questions about the hall, housing, and ICC overall.
- All Residence Hall Participated in a Badminton Tournament that was offered to Students for a fun, active game. It encouraged teamwork and friendly competition.
- Housing hosted a welcome event specifically for Monroe Annex Hall and Monroe Hall students called Float into Monroe. Students enjoyed floats with ice cream and their choice of soda while able to meet the Resident Director and Resident Assistants for Monroe Hall and Monroe Annex as well as ask any questions about residence life they might have had. Around 10-15 students attended.
- Speed Friending
- Housing hosted a pumpkin painting party for the residents of Monroe Hall and Monroe Annex Hall. Students enjoyed Halloween themed snacks and music while painting pumpkins. Around 10 students attended.
- Housing hosted a Christmas themed party for the residents of Monroe Hall and Monroe Annex. Students enjoyed hot cocoa and cookies while they decorated ornaments and watched a Christmas movie. Around 10 students attended the event.
- All the Residence Halls participated in a Movie Night featuring the Color of Friendship for Black History Month.
- Housing hosted a Galentine's event for students from Itawamba, Sheffield, Monroe Annex, and Monroe Residence Halls. The students enjoyed Valentines themed mocktails and food, learned line dancing, and painted as well as other crafts. Around 70 students attended the event.
- Chickasaw Hall presented a How-To-Do Laundry event to inform the students how the laundry machines in the resident hall operates and how to effectively do their laundry using a PowerPoint about the do's and don'ts of laundry.
- Chickasaw Hall hosted a Pumpkin Toss contest where residents of the hall were able to compete against each other tossing pumpkins as far as they could to win a gift card to the ICC Bookstore.
- Chickasaw Hall put together an Exam Refueling Station for the residents of Chickasaw Hall to grab an energy drink and a nutritious breakfast bar to wake them up and get their brains going to ace their final exams.
- On May 5, 2025, the Housing Department hosted Paint the Tribe. Where approximately 150 Itawamba Community College students gathered at Carrie Ball-Williamson Field at 7:30 p.m. for a lively paint-filled event, where the students threw and painted each other while enjoying music from a DJ. Paint, safety glasses, and a hydrations station were provided to the students in attendance.

- On April 15th, 2025, approximately 40 Itawamba Hall residents met in the lobby at 8 p.m. for a fun night of BINGO. Snacks, games and prizes were provided.
- On September 3, 2025, approximately 64 Itawamba Hall Residents gathered in the lobby at 7 p.m. for a fun night of painting. Snacks, painting supplies, canvases, tote bags, and picture frames were provided. Two prizes raffled off: Peyton Trump won a \$20 Grounds gift card, and a large wooden door hanger was won by Kaylee Joslin.
- Beth Jernigan from Parkgate Clinic came for a fun night of painting and desserts. There were 12 students in attendance and Mrs. Jernigan provided painting supplies and information about services provided at Parkgate Clinic.
- On September 24th, 2025, approximately 40 Itawamba Hall residents met in the lobby at 8 p.m. for a fun night of games. Snacks, games and prizes were provided.
- Magnolia Hall hosted a Game Night in the Student Activities center on September 23 at 6 p.m.. During the event, college students got to play card and board games with Resident Assistants from Magnolia Hall and meet fellow students from across campus.
- A Warm Welcoming with Housing. This was an event on welcoming week for Spring 2026. It was located at the Student Services Building (Fulton). We provided hot chocolate for everyone with a warm atmosphere. In addition, we also asked all the students if they had any housing related questions.
- Art and Soul - This event was located at Pontotoc Hall Courtyard. We had soulful music, R&B, and hot chocolate. We provided different things for the students to do during the event. We had a movie, draw a friend, painting, and tie dye.
- Pontotoc Hall Olympic Games - Hosted games of paper airplane, cup stack challenge, balloon pop relay, tug of war, mini basketball, axe throw, trivia. It was a competitive that allows teamwork. The students had fun and brought energy to this event.
- Pickleball Tournament - This took place at the basketball courts on Fulton Campus. We had over 100 students come out and cheer for the fellow classmate as the play. We had three different groups: mixed doubles, men's doubles, and women's doubles. The goal was to combine with Fitness Center and have a time outside.
- A Warm Welcome with Housing. The Department of Student Housing served Hot Chocolate in the hallway in the David C. Cole Student Services building to welcome students back from Winter Break.

STUDENT ACTIVITIES

Ana Brooke Stephens, Coordinator

- Student Activities has received a high level of participation at every event this year, which has motivated us to create even more opportunities for student involvement.

- The annual Unity Program served as the centerpiece of SGA's engagement initiatives. This year's theme, "Unity Through Service," highlighted the involvement of local Black Greek-lettered organizations, which showcased the vital role fraternities and sororities play in community service and leadership development. The program attracted 130 participants, including students, faculty, staff, and community members, making it the most highly attended SGA event of the year. This strong turnout represents a significant increase from previous years and highlights the powerful impact of promoting unity through service.
- In conjunction with the Unity Program, SGA organized a community service initiative by collecting and donating essential food items such as peanut butter, canned chicken, and canned tuna to St. Luke Food Pantry in Tupelo, Mississippi. This effort not only helped address food insecurity within the local community but also reinforced the connection between campus engagement and meaningful community impact.

SI #1 COLLEGE ENVIRONMENT

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1A. COMPREHENSIVE TECHNOLOGY

- CSC 1133 Computer Applications II was approved at ICC. It will be part of our future Data Science pathway. It will be built in Summer 2026 and available in Spring 2027.
- The Admissions Office and TIS collaborated to develop a system for detecting fraudulent applications and verifying applicant identities, thereby safeguarding the College against the enrollment of “ghost students.”
- The Financial Aid office successfully collaborated with TIS, Admissions, and Institutional Reporting to gather, verify, and compile the required Financial Value Transparency (FVT) and Gainful Employment (GE) data. Despite initial plans to utilize the National Student Clearinghouse, technical and procedural challenges led the team to pivot and submit the data directly to the National Student Loan Data System (NSLDS). The submission was completed ahead of the 2024 federal deadline, ensuring institutional compliance with the updated federal reporting requirements.

The successful 2024 FVT/GE submission demonstrated the office’s adaptability and commitment to meeting federal compliance standards, even when plans had to shift. Moving forward, the experience has strengthened interdepartmental communication and clarified submission protocols. The team is already on track to meet the October 1, 2025, deadline, with process improvements in place based on lessons learned—specifically regarding data formatting, validation, and contingency planning for future NSLDS submissions.

- The Financial Aid office worked closely with Dr. Jennifer Rogers at the Mississippi Office of Student Financial Aid (MOSFA) to advocate for the addition of a field to include institutional student ID numbers in the enrollment report. MOSFA was able to successfully implement this enhancement by modifying the file format to include Social Security Numbers (SSNs) in a way that allowed institutions to append their own identifiers. As a result, ICC began reporting institutional Student ID numbers for the 2025–2026 academic year and forward. This improvement has already streamlined the state aid reconciliation process by allowing for more efficient data matching within Banner.

With the implementation of this change by MOSFA, the ICC Financial Aid office now imports enrollment and disbursement files using internal Student ID numbers for population selection and batch processing. This enhancement reduces manual effort, eliminates data entry errors, and improves turnaround time for state aid posting. The office will continue refining internal Banner processes to fully leverage this improvement and will share feedback with MOSFA for any future file layout enhancements. Continued collaboration with state partners remains a key priority in maintaining efficient and compliant financial aid operations.

1B. FACILITIES IMPROVEMENT

- Began construction on the Health Science Education building to increase space for the expanding health science education programs and move the Emergency Medical Service- Paramedic from the Belden Center to the building with the other health science programs. Proposed completion date is April 2026.
- Indian Club Gift Summary (As of March 18th, 2026):
 - 2022-2023: \$110,743.20
 - 2023-2024: \$89,459.00
 - 2024-2025: \$133,563.81
 - 2025-2026: \$146,622.71
- Facility & Program Enhancements (As of March 2026):
 - New floor chairs for the Davis Event Center
 - Baseball locker room renovation
 - New football playing surface, including irrigation, drainage, lighting, video board, cart path.
 - Soccer lighting improvements
- The School of STEM received a \$30,000 donation from TVA. Part of these funds were used to purchase furniture for a STEM Lounge on the Tupelo Campus. The remaining funds will be used to continue the development of the STEM Lounge with the building of study rooms.

1C. RECRUITING, RETENTION AND PERSISTENCE

- 9 new scholarships established
- Established one new unrestricted endowment
- Awarded 212 scholarships for fall 2025 and spring 2026 semesters with a value of \$194,653.23 in support for students
- Provided \$45,000.00 in support to the college from non-scholarship endowments
- Provided additional support services for scholarship winners
- Provided 7 non-traditional student scholarships
 - 5 endowed
 - 2 annuals
- Improved material used by students for instruction from tablets that struggle to support their needs, to a more modern and better working laptop to assist with and provide better instructional support for students.

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- Housing participated in Speed Friending where Resident Hall Students got to meet new people and build new friendships at an event where they had to ask each other questions in a certain time before swapping partners.
- All the Resident Halls participated in a movie night featuring Color of Friendship for Black History Month.
- Chickasaw Hall put on a How to do Laundry event to inform the students how the machines in the Resident Halls operated and how to effectively do their laundry a power point was created and shown about the dos and don'ts of laundry.
- Chickasaw Hall put on a Pumpkin Toss Contest where we purchased pumpkins measured out a distance in front of Chickasaw Hall where residents of Chickasaw were able to compete against each other tossing pumpkins as far as they could to win a gift card to the ICC Bookstore.
- Chickasaw Hall put together an Exam Refueling Station for the residents of Chickasaw Hall to grab an energy drink and a nutritious breakfast bar to wake them up and get their brains going to ace their final exams.
- On May 5, 2025, the Housing Department hosted Paint the Tribe. Approximately 150 Itawamba Community College students gathered at Carrie Ball-Williamson Field at 7:30 p.m. for a lively paint-filled event, where the students threw paint at each other while enjoying music from a DJ. Paint, safety glasses, and a hydration station were provided to the students in attendance.
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- On September 24th, 2025, approximately 40 Itawamba Hall residents met in the lobby at 8pm for a fun night of games. Snacks, games and prizes were provided.
- Implemented a monthly eLearning newsletter outlining important dates, hyperlinks to the academic calendar, a "Dean's Tip of the Month", etc. The point of this was to provide intentional communication to all students enrolled in an online course (academic and CTE).
- MSVCC hosted students received consistent communication for testing requirements/policies, technical help, etc.

Academic Excellence

- 67 NJCAA All-Academic Honors
- 108 MACCC Academic Honors
- 8 NJCAA Academic Team of the Year recognitions
- Volleyball- MACCC Academic Team of the Year (Highest Team GPA)

Volleyball

- Region 23 Quarterfinals
- 3 All-MACCC Selections
- 2 four-year signees

Women's Soccer

- Region 23 Quarterfinals
- 2 All-MACCC Honorable Mentions
- 1 four-year signee

Men's Soccer

- Region 23 Semifinals
- Villads Juma: MACCC Player of the Year, Region 23 Team Selection, 2nd Team NJCAA All-American
- 4 All-MACC Selections
- 5 Four-year signees

Football

- 15 Four-year signees
- 12 All-MACCC Honors
- 2 Region 23 Honors
- 1 NJCAA All-American
- Entered NJCAA national rankings at #15
- First national ranking appearance since 2018

Women's Tennis

- 2 All-MACCC Honors
- National Tournament Appearance: Round of 16 in Women's Doubles

Men's Tennis

- 1 All-MACCC Honor
- 3rd Place Finish in Region 23
- National Tournament Appearance

Women's Basketball

- Region 23 Championship (2024-2025)
- 3 Four-Year Signees
- 2025-2026 MACCC Player of the Year: Tootie Lockett
- 4 All MACCC Honors

Men's Basketball

- MACCC Championship (2025-2026)
- 9 Four-year Signees
- 2025-2026 MACCC Player of the Year: Damarion Winston
- 2025-2026 MACCC Coach of the Year: Darrian Wilson
- 4 All MACCC Honors

Softball

- 1 NJCAA All-Region Honor
- 1 NFCA NJCAA DII All-Region Second Team Selection
- 2 All-MACCC Honors
- Region 23 Quarterfinals
- 3 Four-year Signees

Baseball

- 6 Four-year Signees
- 3 All-MACCC Honors
- 1 NJCAA All-American Honor

- Construction Management has added five construction student specific scholarships funded through industry partners within the last 12 months. These scholarships will aid in recruiting of students and retention with the added financial support from industry partners.
- CMT moved to a selective admissions process for enrollment in the program for the Fall 2025 cohort. The selective admissions process will allow a better and more competitive analysis of candidates, as well as promote retention and number of graduates obtaining degrees and entering the workforce in their field of study. The Fall

2025 cohort had 68 applications resulting in enrollment of 35 students into the CMT program. The application is open for Fall 2026 enrollment now.

- Implementation of hybrid scheduling in EDU1613 Foundations in Education & Learning and MAT1723 Real Number System and alternative scheduling (4:00-5:30) in MAT1723 Real Number System for students in the teacher assistant program
- 12,535 admissions applications were processed from March 7, 2025 - March 6, 2026.
- The Registrar's Office awarded 1,363 associate degrees and certificates to 1,295 unique students from the May, August and December 2025 terms.
- Enrolled 60 Middle College students from Tupelo High School in the 2025-2026 academic year and graduated 33 students in May 2026.
- Developed a Memorandum of Understanding for dual credit homeschool students.
- Created an early alert measure to notify high school counselors of dual credit students at risk of failing or being dropped.

Fall 25/Spring 26= Athletic Grace Checks

- 435 Athletes Contacted
- 283 Student Athlete Appointments
- 17 Instructional Support Referrals

New Staff

- Deborah Hudpseth, Administrative Assistant
- Chasity Standifer, Administrative Assistant

Health Science/CTE Fairs

- 17 Area CTE/Health Science Career Fairs-Advisors present/presented

EAdvsier

- 1,863 Email Responses

Advising Center Contacts

- 7,487 Student Contacts (All campuses)

Professional Development Offerings

- Degree Works
- Financial Aid 101
- Spring Advising-Bloom, DW, Grad
- Fall Advising-Career Tools
- New Advisor Training
- MUW-Pathways
- Ole Miss-Social Work
- Ole Miss-Pathways

Orientation Sessions

- 15 Sessions
- 1,619 Students Registered

Degree Works

- Implemented Degree Works With All faculty/staff

o Off Campus Access Secured-Students/Faculty

- How To For Faculty

EAB

- System Implementation
- o Advising Center Staff
- o Grade Check Campaigns
- Collaborated w/TIS and Community Relations To Provide Training

Advisor Training

- New Adviser Training
- o Training provided for 16 new/existing staff

Student Information Sessions

- Health Science Information (2)
- Career Education (1)

Professional Development

- Blake Buse, Completed Masters, University of Arkansas
- Lori Little, LDI

Student Organization Activity

- Women of Excellence
- o Black History Month
- o Community Outreach
- PTK
- o New Members
- o Bloom Tailgate

Advising Material

- Instruction Sheets Created-How To Guides

Advising Interns

- Iris Newsome

- Whitt Willis

- Career Services

- Resume Repair

- o Belden/Fulton/Tupelo Campus

- o 133 Students

- Mock Interview

- o Career Education/Health Science/School Of Academics

- o 40

- Career Testing and or Career Counseling

- o Fulton and Tupelo Campus

- o 159 Students

- University/College Visits

- o 48 Individual Visits

- Career Spotlights

- o Art

- o Education with Ole Miss

- o Journalism/Communications

- o Teacher Assistant

- 39 Job Listings

- Serviced 1,292 new students through Orientation programming that began in April 2025 and concluded in December of 2025.

- Provided a student leadership opportunity through the Orientation Leader program. Selected 20 OLs through a selective application and interview process, taught them in a semester long course, mentored and trained them, they worked all 13 Orientation sessions, the program has a residential portion of the program in the summer, retention of the OLs was 100%.

- Recruiters and Indian Delegates Accomplished
 High School Visits: 90
 College Fairs: 14
 Group Tours: 47 with 2,041 visitors
 Individual Tours - 415
 ICC Events- 22
 Tuition Toss Events - 12
 High School Awards Days - 25
 Major College Recruitment Events - 4 (Fall Preview, Emerging Scholars, Code Blue and Red, Spring Preview)
 with 1,378 visitors
- Advanced Degrees
 Ethan Foster, Recruiter, graduated from Arkansas State University with a Master in High Education
 Chloe Hester, Recruiter, began a Master's of Higher Education at the University of West Alabama
- Hired three new staff members in the Recruitment and Orientation Department
 Stroud Mills, Recruiter
 Fallon Coggin, Recruiter
 Madison Thompson, Recruitment Office Specialist
- PD
 Michael Holloway, Director of Recruitment and Orientation, was accepted in the Jim Ingram Community
 Leadership Institute through CDF in Lee County
- Professional Organizations
 All staff in Recruitment and Orientation attended the state conference in July and joined as members of
 Mississippi Association of Collegiate Registrars and Admissions Officers (MACRAO)
 Chloe Hester and Tyrani Key attended Women in Higher Education-Mississippi Network (WHEMN) in 2025
- Helped judge poetry for the MCCCWA awards.

1D. COLLEGIATE ENVIRONMENT

- Organized and hosted spring and fall campus poetry slams, providing students with opportunities for creative expression, performance, and community engagement while fostering a welcoming collegiate environment.
- Housing hosted a welcome event specifically for Monroe Annex Hall and Monroe Hall students called Float into Monroe. Students enjoyed floats with ice cream and their choice of soda while able to meet the Resident Director and Resident Assistants for Monroe Hall and Monroe Annex as well as ask any questions about residence life they might have had. Around 10-15 students attended.
- Housing hosted a pumpkin painting party for the residents of Monroe Hall and Monroe Annex Hall. Students enjoyed Halloween themed snacks and music while painting pumpkins. Around 10 students attended.
- Housing hosted a Christmas themed party for the residents of Monroe Hall and Monroe Annex. Students enjoyed hot cocoa and cookies while they decorated ornaments and watched a Christmas movie. Around 10 students attended the event.
- Housing hosted a Galentine's event for students from Itawamba, Sheffield, Monroe Annex, and Monroe Residence Halls. The students enjoyed Valentines themed mocktails and food, learned line dancing, and painted as well as other crafts. Around 70 students attended the event.
- Purchased two new Chrysler Voyagers for employees to check out and one F250 for the bus shop. Vans will be used for sports teams travelling to and from competitions and transporting families during recruiting visits. They also offer updated transportation for employees. The truck will be used as an updated service vehicle for the college transportation department.
- Holly Gray and Chris Stevenson were selected to the 2025-2026 Mississippi Community College Fellows Program Cohort.
- Magnolia Hall hosted a Game Night in the Student Activities center on September 23 at 6 pm. During the event, college students got to play card and board games with Resident Assistants from Magnolia Hall and meet fellow students from across campus.
- Art and Soul - This event was located at Pontotoc Hall Courtyard. We had soulful music, RnB, and hot chocolate. We provided different things for the students to do during the event. We had a movie, draw a friend, painting, and tie dye.
- Pontotoc Hall Olympic Games - These hosted games of paper airplane, cup stack challenge, balloon pop relay, tug of war, mini basketball, axe throw, trivia. It was a competitive that allows team work. The students had fun and brought energy to this event.

- Pickleball Tournament - This took place at the basketball courts on Fulton Campus. We had over 100 students come out and cheer for the fellow classmate as the play. We had three different groups. Mixed doubles, Men's Doubles, and Women's Double. The goal was to combine with Fitness Center and have a time outside.
- A Warm Welcome with Housing. The Department of Student Housing served Hot Chocolate in the hallway in the David C. Cole Student Services building to welcome students back from Winter Break.
- Enrolled and supported 936 dual credit students in fall 2025 and 978 dual credit students in spring 2026, which is approximately 18.5% of the overall student population.
- Collaborated with TIS to improve administrative efficiency and service for high school counselors to mass register dual credit students.
- Created a Canvas Information Course for Dual Credit students. The course serves to inform Dual Credit students of all services and programs available for them.

SI #2 COMMUNITY INVOLVEMENT

2A. COMMUNITY INVOLVEMENT AND VOLUNTEERISM

- Coordinated student participation in the ICC / MCCCWA Writing Contest, promoting academic achievement and providing students with opportunities for regional recognition of their writing.
- Raised money for St. Jude Children's Research Hospital, promoting community involvement and volunteerism among the campus community.
- STEM Day at IAC- MS Children's Museum travels to IAC and with STEM activities for 4-5th grade students (3/20/26) (paid for through MS Space Grant Consortium \$2,000)
- Almost 200 students, senior citizens and handicapped adults attended our day performances of Shakespeare's A Midsummer Night's Dream. School teachers also received educational packets with teaching ideas.
- 21 students attended A Week with Will - summer drama camp - an exploration of Shakespearean scenes .
- As part of our student organization students are required to complete 20 hours of community service while enrolled in the program. Each semester we seek various opportunities where students can serve and give back to the community. In addition to organizations mentions above we have partnered with NMMC, The Shine Foundation and Camp Tik-a-with-a.
- STEM Club members (as groups) created holiday cards using Canva for distribution to Fulton's Charleston Place Assisted Living residents.
- The Housing office hosted the Monster Mash in the ICC Band Hall. This Halloween dance hosted over 300 students in costume from across campus, who mingled and built community. A DJ provided musical entertainment while Hall Directors and Resident Assistants decorated the band hall in a Halloween theme.
- The Housing Department hosted a 1920s themed Murder Mystery party in October of 2025 for all students across all campuses. Over 60 students attended, where they enjoyed 1920s themed food and drink, themed photo opportunities, and solved a murder using a themed game. The students dressed up and enjoyed engaging with others to solve the mystery.
- Lee Hall hosted an event titled Good Morning, Lee Hall. During this event, residents got to meet with their Resident Assistants while eating breakfast snack foods. This provided an opportunity for residents to ask their RAs questions about the hall, housing, and ICC overall.
- All Resident Hall Participated in a Badminton Tournament that was offered to Students for a fun, active game. It encouraged teamwork and friendly competition.
- Stockings for Seniors: ICC students in the Social Science Division donated items for senior citizens at two nursing homes. Rosewood Assisted Living in Tupelo and Courtyard Community Living Center Living in Fulton.

77 blankets, 42 chap sticks, 67 body lotions, 39, body washes, 50 pairs of socks, 19 pairs of gloves, headbands, jewelry and more. We partnered with Women of Excellence for donations.

- The Humanities Club members made 50 Christmas cards for residents.
- Students celebrated Constitution Day and participated in a Voter Registration Drive. Took place on Tupelo and Fulton Campuses. Circuit Clerks for Itawamba County and Lee County came to help with the drive. We registered over 200 students to vote. Bloom students participated in the drive in Tupelo.
- Humanities Club members volunteered to read to the preschool on the Fulton Campus during Dr. Seuss week. Students read a Dr. Seuss book to 2 preschool classes and followed by handing out 46 goody bags to each child. The bags included a bookmark for them to color and candy.
- Student Activities has received a high level of participation at every event this year, which has motivated us to create even more opportunities for student involvement.
- Itawamba Community College has been named a 2026 Tree Campus Higher Education institution by the Arbor Day Foundation, highlighting a campus-wide commitment to tree care, sustainability and hands-on learning opportunities for students. This honor reflects the teamwork behind protecting and growing the natural spaces that shape the ICC experience every day.
- CMT partnered with North MS FORGE to host a tailgate before one of the home football games. The tailgate social offered students volunteer opportunities and networking with industry partners as they served the community together prior to the start of the football game.
- Through the Senior College program, students actively engaged in meaningful community service by collecting and donating 762 items to support Operation Christmas Child, resulting in the distribution of 82 shoeboxes and an additional \$160 contributed for further support. Participants also assembled and delivered 50 toiletry care packages to Saints Brew to assist individuals experiencing homelessness. These efforts directly advance Initiative 2a by fostering a culture of volunteerism and civic engagement through co-curricular activities, while also supporting Initiative 3b by encouraging lifelong learning through service-oriented experiences.

ICC's PTK Chapter - Leadership and Advisers

Itawamba Community College Leadership made the decision to move from two ICC PTK Chapters into one, cohesive chapter, enabling all students from each location, including dual credit and eLearning students, to become more engaged in the chapter. Upsilon Sigma is the official ICC PTK Chapter. Also, adviser roles were formally identified and divided into five different roles, one for each major part of PTK presence on campus:

- Membership Adviser - Mr. Danny Oswalt
Honors in Action Adviser - Ms. Megan Pearson
College Project Adviser - Dr. Anna Catherine Daher
Student Engagement Adviser - Ms. Bethany Bonner
Travel Adviser - Ms. Blair Cullum
- PTK Officers successfully planned and implemented the PTK × Bloom Tailgate on October 23, 2025, engaging approximately 25 PTK members. The event reached over 200 individuals, including 87 students who scanned the QR code, an additional 31 students who participated but were unable to scan, and an estimated 100 community members. This collaborative effort promoted student engagement, inclusion, and awareness of both PTK and the Bloom program.
- New PTK Upsilon Sigma Chapter memberships increased from 296 in 2024 to 359 in 2025. That is an increase of 63 members or 21.28%.
- Awarded a Five-Star Chapter for 2025.
- Lowered dues from \$115.00 to \$85.00 beginning in January 2026.
- Beginning in January 2026, the required minimum GPA went from 3.5 to 3.25. This increases membership availability for more students, thereby increasing service and scholarship opportunities for more students.
- Held transfer visits from Mississippi State (x2), Ole Miss-Oxford, and Ole Miss- Tupelo for PTK students to ask questions and discuss their scholarship opportunities. Many students were able to receive their verification of membership after these meetings to receive their scholarships.
- Seven students from the leadership team are attending the PTK Catalyst National Convention in Baltimore, Maryland.
- Four students made the 2026 All-MS Academic Team
 - 1st Team - Katelynn Montgomery
 - 2nd Team - Zoey Britt
 - 2nd Team - Ava K. Moore
 - 2nd Team - Brannan Newell
- Katelynn Montgomery won the 2026 Order of the Golden Key award.

- Bradley Howard began talking responsibility for the MSSGC duties here at ICC. We brought a van from the Science Museum to IAC Friday. Dr. Mills, two students, and I volunteered all day to facilitate activities with 3rd, 4th, and 5th grade students.
 - For this year's Honors in Action project, PTK members planned and held an Insight Luncheon to highlight the Bloom program of ICC. The event featured speakers, including the college president, Dr. Jay Allen, who highlighted the positive impact of the Bloom program on neurodivergent students and the ICC community. After the presentation, nearly all respondents reported that the presentation improved their understanding of neurodivergent strengths, with overwhelmingly positive feedback. Local business owners in attendance showed interest in partnering with Bloom for student internships, and many expressed a desire to provide financial support. Seventy-four community members, local business owners, and educators attended this event.
 - The Mobile Planetarium hosted students on two separate occasions. On November 21, 2025, we hosted between 60 and 70 fifth graders and their teachers from Webster County. STEM students volunteered to help with the planetarium, including narrating the Earth and Moon Show. On February 20, 2026, the planetarium was open for between 30 and 35 middle school students and their teachers who attended the Junior High Math Tournament. Once again STEM students volunteered to help with the planetarium, including a different script for this group--the Aurora Borealis.
 - Rachel Steele, Director of Admissions and Registrar, successfully completed the Mississippi Community College Leadership Academy.
 - A Warm Welcoming with Housing. This was an event on welcoming week for Spring 2026. It was located at the Student Services Building (Fulton). We provided hot chocolate for everyone with a warm atmosphere. In addition, we also asked all the students if they had any housing related questions.
 - Held a donation drive for items to fill the Trading Post such as toiletries, snacks and beverages.
 - Provided an opportunity for students and staff to feed the community by partnering with Emmanuel Church of God in Christ.
-
- Mande Miller, Dean of Tupelo Campus and Advising, successfully completed the Jim Ingram Community Leadership Institute.
 - Mande Miller, Dean of Tupelo Campus and Advising, assisted in the coordination of the Cocktail King Fundraiser to support the non-profit organization, Beds for Kids.

- The annual Unity Program served as the centerpiece of SGA's engagement initiatives. This year's theme, "Unity Through Service," highlighted the involvement of local Black Greek-lettered organizations, which showcased the vital role fraternities and sororities play in community service and leadership development. The program attracted 130 participants, including students, faculty, staff, and community members, making it the most highly attended SGA event of the year. This strong turnout represents a significant increase from previous years and highlights the powerful impact of promoting unity through service.
- In conjunction with the Unity Program, SGA organized a community service initiative by collecting and donating essential food items such as peanut butter, canned chicken, and canned tuna to St. Luke Food Pantry in Tupelo, Mississippi. This effort not only helped address food insecurity within the local community but also reinforced the connection between campus engagement and meaningful community impact.
- The business council has been active on the Fulton campus for a few years now, but starting in the Fall of 2025, it is now available and utilized on both campuses.
- My students brought items to donate to Beds for Kids.
- The School of Education and Educators Rising took a group of 7 students to Calhoun Academy to judge a district reading fair.

2B. SEEK OPPORTUNITIES FOR NEW PARTNERSHIPS

- Brown University collaboration with ICC Special Topics in Biology class. Students conducted research on air and noise pollution in Fulton, Mississippi Spring 2025. They presented their research at the end of the semester.
- Brown University continued our collaboration through summer 2025. Three students were selected through an interview process to serve as paid interns. Lindsey Patterson and Jada Mills were faculty advisors. Students presented their research on 9/17/25.
- STEM Club traveled to Wilson Dam sponsored by TVA.
- Began using more local vendors to support the community instead of out of state or region.
- Beth Jernigan from Parkgate Clinic came for a fun night of painting and desserts. There were 12 students in attendance and Mrs. Jernigan provided painting supplies and information about services provided at Parkgate Clinic.
- Itawamba, Chickasaw, and Pontotoc Hall partnered with the Advising center to provide an opportunity for the students to ask questions about advising, career choices, and a how to on Career Testing. Carla Garrett from the advising center was in attendance. Candy and information were provided.

- Successfully hosted the Mississippi Council of Teachers of Mathematics (MCTM) Middle School Regional Math Tournament on campus, welcoming eight regional schools: Itawamba Attendance Center, North Pontotoc Middle School, Pontotoc Junior High School, Holka Attendance Center, Plantersville Middle School, Tremont Attendance Center, Mooreville Middle School, and Tupelo Christian Preparatory School. A total of 28 students and 14 chaperones attended the event.
- This tournament provides an excellent opportunity for students to engage in meaningful mathematics and problem-solving. After the test, students participated in several campus activities, including visiting the planetarium, touring the campus, and going to Chick-fil-A for lunch.
- The tournament was coordinated by Elizabeth Tally, with support from mathematics instructors Heather McCormick, Bobby Jarrell, and Rob Francis.
- Developed a partnership with the Saltillo Historical Society to provide internship opportunities to students in the School of Humanities.
- Became a grandfather again when our family adopted Keagan. A baby my son and daughter in law has had since he was 10mos old. His biological mother was on drugs.
- Construction Management and Forestry programs held a joint Annual Spring Career Fair on the Fulton Campus. We hosted 40 regional employers, industry partners and university transfer partners. We also had 75 current students, and 140 prospective high school students attend with their career coaches and/or CTE instructors.
- The Communications Division hosted its annual English Roundtable, with 38 participants representing 15 schools across 10 districts within the ICC service area. The event provided an opportunity to share best practices in English instruction and to engage in meaningful discussions about transitional writing from high school to community college and university settings. The keynote speaker, representing the University of Mississippi Writing Project, addressed the challenges currently facing composition instruction and offered insight into effective strategies for addressing those issues. Seven members of the English faculty attended the event, which was coordinated by Danny Oswalt, ICC English instructor.
- ICC's Small Business Showcase strengthened connections between the college and the local business community by partnering with four small businesses and engaging 35 participants in FY25. This initiative promoted local entrepreneurship, increased community awareness, and created meaningful interactions between consumers and business owners. This work supports Initiative 2b by cultivating and enhancing community and workforce partnerships, while also contributing to Initiative 3a by exposing participants to real-world business practices and entrepreneurial opportunities.
- The Dinner and Demo series partnered with five local restaurants and food trucks to provide 114 participants with an immersive, hands-on culinary experience. This initiative allowed participants to gain behind-the-scenes insight into the culinary industry while supporting local businesses. This program supports Initiative 2b by

strengthening community partnerships and local economic engagement, and aligns with Initiative 3b by offering interactive, student-centered learning opportunities that promote continued engagement and skill development.

- ICC's Gateway Youth program served 68 participants ages 16–24 in partnership with 11 employers, providing valuable work-based learning experiences that prepare participants for long-term employment. This initiative supports Initiative 3b by offering student-centered support services that promote active learning and career readiness, while also advancing Initiative 2b through strong employer partnerships that create pathways to employment.
 - Workforce Education Program Overview
 - o Workforce Education collaborated with Toyota to create the Create Your Future Internship program by providing Manufacturing Skills Basic Certificate (MSBC) program to the area high school seniors exposing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at the Toyota plant. Since its inception, a total of 106 students from 13 area high schools completed the internship.
 - Workforce Education partnered with Toyota to grow their own pipeline of skills technicians in the company through creating the Production-to-Skills (P2S) program. ICC provides a series of technical classes (450 hours+) to selected employees who have been identified by the company to be developed as an industrial maintenance technician. Since its inception, a total of 34 employees have completed the P2S program.
 - Workforce Education collaborated with CREATE Spain Internship to offer Essential Skills Training (EST) program to high school students participating in an internship program. The EST program reinforces employability skills necessary for individuals entering the workforce. Upon completion of the ICC EST program, these students start their internships at participating businesses. Since its inception, Spain Foundation is the grant resource supporting Spain Internship, providing work experiences and exposure to various careers for over 200 students from 13 area high schools through over 100 employers.
-
- \$570,992.43 Workforce Enhancement Training Funds
 - Total Workforce Class Hours 6,180
 - o College Supported Class Hours 3,556
 - o College Delivered Class Hours 2,624
 - 214 Workforce classes
 - o 150 college-delivered
 - o 64 college-supported
 - 1,720 trainees in classes (Duplicated head count)
 - 899 workforce trainees (Non-duplicated head count)

- 17 total projects for companies
- 84 maintenance skills assessments conducted for companies
- \$217,257.18 gross revenue from workforce training and services
- 51 individuals took online Workforce courses, generated \$2,295 gross revenue
- Mississippi Manufacturer Association-Manufacturing Extension Partnership (MMA-MEP) Partnership Center
 - o A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money \$100,000.00 annually, for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, 10 manufacturing companies who had workforce training projects through the ICC MMA-MEP Center reported an overall positive impact of \$1.68M+ in cost savings, investment, and sales.

Belden Conference Center

- 6,602 attendees.
- Generated \$84,530 in revenue from room and rental fees.
- Hosted meetings and events for various local and state agencies and organizations, such as, Appalachian Regional Commission (ARC), Community Relations Association, Community Development Foundation, CREATE, North Mississippi Educational Consortium, North Mississippi Health Services, and Three Rivers Planning and Development District.
- Hosted competitions for Future Farmers of America (FFA) and other organizations.

• **Workforce Education Grants Awarded:**

Workforce Enhancement Training (WET) Grants

Funded through WET funds and approved by Accelerate MS, this grant provides \$355,797.66 for workforce projects, of which \$181,634.68 allocated to Workforce salaries and \$33,560.09 designated for program costs, bringing the total funding to \$570,992.43.

NIST – MEP Grant

Funded by the National Institute of Standards and Technology (NIST) and administered through the Mississippi Manufacturing Association, this grant provides \$100,000.

- Rachel Steele, Director of Admissions and Registrar, served as the MCCB Diploma Mill Taskforce Chair. The Taskforce developed a Policy and Procedures called the "Policy and Procedures for Determining Secondary Schools Eligible for State Reimbursement," which was approved by the MCCB Board in January 2026, with implementation beginning with the Fall 2026 reimbursement cycle.

- Rachel Steele, Director of Admissions and Registrar, partnered with the Mississippi Gulf Coast Community College's to present on Diploma Mills at the 2026 Data Conference in Biloxi, Mississippi.
- Received third round of Metallica Scholar's Grant.
- Precision Machining program received \$20,000 Haas grant and awarded 12 students with \$1,200 scholarships during their final semester of the program.
- Hosted a Middle College Spotlight event to thank donors, showcase the program and recruit local high schools to launch a Middle College program through ICC.
- Mande Miller, Dean of Tupelo Campus and Advising, Cynthia Adams, Supportive and Disability Coordinator (Tupelo) and Curt Sparks, Supportive and Disability Services Coordinator (Fulton) joined the Association on Higher Education and Disability (AHEAD).
- The School of Education started a Teacher Assistant Program, enrolling 15 new students. These students were able to continue working while working toward a degree in education.
- From April 2025 to 2026, the Adult Education department served 517 individuals across the college's 5-county service area. By serving those individuals, we connect them with community resources, potential employers as well as future education and training opportunities.
- Partnered with local industries to garner financial support for programs that produce future employees for their businesses
- Worked to manage and receipt in-kind gifts from industry through the Foundation
- Seek opportunities for new partnerships and strengthen existing community, workforce and educational partnerships
- Moved to using more local vendors to support the community instead of out of state or region
- Programs funded by grants
 - a) Second chance foundation (\$9,799.50). 19 students served
 - 7 certified nursing assistants
 - 6 food management certifications
 - 2 phlebotomy technicians
 - 4 medical administrative assistants
 - b) Upskill midsouth grant (\$20,350.00), 12 students served
 - 3 electrician assistants
 - 5 welding
 - 4 commercial truck driving
 - c) Toyota mobility grant (\$23,319.88), 39 students served
 - 2 medical administrative assistants

- 5 business office specialists
- 5 introductions to welding & cutting
- 5 certified nursing assistants
- 7 pharmacy technicians
- 8 food service pathways
- 2 EMT basic
- 4 medical assistants
- 1 CDL

SI #3 INSTRUCTION & SERVICES

3A. DEVELOP AND MAINTAIN

- Bradley Howard remodeled CSC 1113 Computer Concepts and CSC 1123 Computer Applications (traditional and online) in Summer 2025. Changes included a new update on the textbook, new software, revamping Canvas to integrate Pearson into the LMS, updating the lab manual, and adding updates from our recent curriculum alignment. Updates for curriculum alignment include adding artificial intelligence and emerging technologies (CSC 1113) and adding emerging technologies and cybersecurity (CSC 1123).
- Bradley Howard updated LLS 1353 Intro to STEM Professions including UDOIT disability checks, updating salary wages for STEM careers, and adding Construction Management Technology to the course as a STEM offering at ICC.
- Bradley Howard built an eLearning course for CSC 2134 Programming I with C++. This course was designed to help students on the Tupelo campus who could not travel to Fulton. The course will be available starting Fall 2026.
- CSC 2993 Data Science Literacy (Bradley Howard) was approved at ICC and built as an eLearning course transferable to Mississippi State University. The course gives a general overview of Data Science and how it relates to various industries.
- Bradley Howard, Edana Nail, and Liz Tally took students to Germany, Italy, Switzerland, and Austria in May 2025. The trip was connected to CSC 1114 Computer Concepts Global Experience (Spring 2025). We also offered a Global Experience Language Seminar on 4/30/25 to help travelers learn some of the languages they would encounter on the trip.
- Bradley Howard attended an Open AI meeting at Jackson State University. This was a collaboration with the Mississippi Artificial Intelligence Network (MAIN) supporting the promotion of AI in college in our state.
- Bradley Howard and Caleb Ramey attended the Creating Futures Through Technology Conference in Biloxi, MS.
- Passed CCS, Certified Coding Specialist, nation exam.
- The ICC Radiologic Technology program had a 100% graduation retention rate, 100% graduate employment rate, and a 100% first attempt board exam pass rate.
- July 2025, the practical nursing department graduated 21 students. Of the 21 graduates, 20 have taken NCLEX-PN exam for licensure and successfully passed and are employed as LPNs.
- December 2025, the practical nursing department graduated 30 students. Of the 30 graduates, 23 have taken NCLEX-PN exam for licensure with 21 successfully passing and these 21 employed as LPNs. Of the 30 graduates, 7 are waiting for testing dates for NCLEX-PN and the 2 graduates' unsuccessful exam, plan to re-take the NCLEX-PN as soon as possible.

- Bradley Howard and Josh Gammill provided 10 Artificial Intelligence PD courses to ICC employees: Intro to AI, Intro to Generative AI, AI for Manufacturing, Applied Ethics in AI, AI for Cybersecurity, Intro to Machine Learning, AI for Computer Vision, Applied Mathematics for AI, and Data Centric AI. The courses were developed by the Mississippi Artificial Intelligence Network. Each course has 16 weeks of content for a total of 32 pd hours per course. All courses were also updated with UDOIT for disability access.
- Bradley Howard completed UDOIT updates for IST 1313 (Career Education's Visual Basic) and NUT 1143 (Radiology) online courses for disability updates.
- Caleb Ramey was hired as a full-time Computer Science instructor.
- STEM Club hosted Lynn Otis (former Deputy Director of the Department of Defense Cyber Crime Center Cyber Forensics Lab). She spoke to students about serving in her former position in Washington D.C.
- Bradley Howard and Heather McCormick traveled to Indiana to support two STEM students (Sara Davis and Analyse McMillen) selected for Department of Defense SPICE internships. ICC was one of two community colleges in the nation to be selected. This was an 11-week paid internship program which gives students exposure to the Department of Defense (DoD), DoD accessor training, security clearance, and connections with industry contacts.
- The School of STEM hosted (2) STEM Advisory Committee meetings. The first was on 9/11/25 and the second was 2/26/26.
- Matt Laubhan (Mississippi Live Weather) spoke to STEM Club and The Business Council students about meteorology and his new business ventures after leaving WTVA.
- Bradley Howard attended the Mississippi Cyber Initiative Conference (Cybersecurity) at Mississippi State University on March 24-25.
- After the close of MHP CORE, the college has decided to take on this program in a new approach as ICC CORE. Within this program we are in the process of creating a forensics lab for students to have hands on learning of methods such as fingerprint analysis, simulated blood typing, simulated drug testing, blood splatter analysis, gunshot residue testing, gun ballistics' testing and DNA testing just to name a few of the many task that students will be able to perform.
- Also, we have purchased a shooting simulator for safe training of firearms with inexperienced students and low-cost training for local law enforcement agencies. With this simulator we can train the next generation of crime fighters in the proper techniques of firearm handling, train them to be prescient in using the firearm without sending a single shot down range. Once the student can show proper handling and technique they will be ready for live fire exercises. Local Law Enforcement agencies will be afforded the opportunity to train indoors without having to face sometimes challenging conditions. With many scenarios offered within the program already, we can create our own scenario-based videos to tailor to specific training needs.

We have also taken over the ROPS course from MHP, allowing us to utilize the existing course as well as give upgrades to the faculty. With more acreage at this training site allows for room to grow as the program progresses.

- Overall, we are creating a scaled down academy for student to experience a taste of what will come once they graduate and continue to the next chapter in their lives while having fun doing so here at the college.
- Calculus I instructors, moved to a 4-day, 50 minute per class schedule for Calculus I. We have seen a jump in grades and more time to remediate and bring students along.
- Construction Management Technology opened a Virtual Construction Lab in its classroom. The Virtual Lab consists of 32 Surface laptops, 5 Meta VR headsets and a Caterpillar simulator that simulates a mini-excavator piece of equipment. This lab gives CMT students the ability to enhance learning outcomes through virtual construction training in real-life scenarios. The lab was funded in part by federal Perkins funds and a donation from Eutaw Construction.
- In collaboration with the Tenn Tom Moving Youth Grant and North Mississippi Health Services, ICC delivered CNA training to 51 recent high school graduates. This partnership provided students with industry-recognized credentials and direct pathways into the healthcare workforce. This initiative strongly supports Initiative 3a by delivering industry-driven training aligned with workforce needs, while also advancing Initiative 2b through the development of strategic partnerships with regional healthcare providers.
- ICC continued its partnership with the Three Rivers Planning and Development District to provide Class B CDL training for municipal employees across the Mississippi Partnership region, serving 13 participants in FY25. This program enhances workforce capacity for local governments and strengthens regional collaboration. This effort aligns with Initiative 2b by reinforcing partnerships with public sector employers and supports Initiative 3a by delivering targeted, workforce-focused training.
- Through an ongoing partnership with Ashley Distribution, ICC trained 32 incumbent employees to obtain their Class A CDL licenses, directly addressing industry workforce needs. This initiative exemplifies Initiative 3a by providing customized, industry-driven training that improves employability and career advancement, while also advancing Initiative 2b through sustained employer collaboration.
- The CAMT Apprenticeship program partnered with 14 local employers to provide 38 new Career Education students with hands-on, paid apprenticeship experiences. Through this “earn while you learn” model, students gained critical workforce skills while continuing their education. This initiative is a direct reflection of Initiative delivering innovative, industry-aligned training, and supports Initiative 2b by building and sustaining meaningful workforce partnerships.
- Engineering and other STEM majors attended a presentation in the STEM Lounge hosted by current MSU engineering students (one of whom was an ICC alumnus). The presentation was part of the capstone project of

the engineering students who discussed MSU's engineering program, as well as their experiences in internships and in their education

- The School of STEM hosted its annual STEM Week during the first week of February. On Monday (2/2), MSU set up tables in the lobby area of the NS Building on the Fulton Campus representing various STEM fields; students were able to stop by the tables and discuss information about transferring to MSU. Ole Miss had planned to host a similar event on Tuesday (2/3), but that event was postponed due to Winter Storm Fern. Carla Garrett hosted a presentation about resumes and cover letters on Wednesday (2/4) and about interview skills on Thursday (2/5). Mock Interviews for students were to be held on Friday (2/6) but were postponed until 2/19 due to a water main break.
- A committee developed the framework for two possible data science pathways (STEM and non-STEM). This pathway laid out the coursework for a student's first two years at ICC with classes emphasizing AI and data science.
- Began second full year of ARISE cyber security grant.
- Opened virtual construction lab in construction management program.
- Received three Fanuc R2000 robots for the Robotics program.
- ASE Recertified Master Truck Technician
- ICC's On-the-Job Training program partnered with 6 local companies to support 54 new employees through structured training opportunities, reimbursing \$103,904.80 in wages. This initiative equips participants with essential job skills while supporting employer workforce development needs. This work aligns with Initiative 3a by enhancing employability through practical, job-based training and advances Initiative 2b by strengthening partnerships with local industry.
- The Career STEP program supported 115 participants by providing access to targeted education and workforce training designed to equip individuals with the skills necessary to secure meaningful employment. A total of \$461,568.94 was invested to address participants' workforce development needs, removing barriers and expanding access to career opportunities. This effort directly advances Initiative 3a by delivering practical, job-based training that enhances employability.

- Continuing Education
 - o Served 2,413 total persons.
 - o 745 in training classes.
 - o 1668 with CEUs.
 - o 461 WorkKeys (CRC) Assessments.
- Career Pathways
 - o \$319,742.92 – Total tuition and fees from Pathways and Open to the Public Workforce classes
 - o Total number of Pathway students: 380
 - o Total number of students enrolled in Open to the Public Workforce classes: 409
 - o \$53,469.38 Grant funding for Pathway programs
- Pathways
 - o Business Office Specialist (BOS): 7 enrolled, 5 completers (71% retention). T/F: \$3,500.
 - o Certified Nursing Assistant (CNA): 125 enrolled, 115 completers (92% retention). T/F: \$68,488.
 - o Commercial Truck Driving (Class A &B): 69 enrolled, 67 completers (97% retention). T/F: \$114,800.
 - o Electrician Assistant: 3 enrolled, 3 completers (100% retention). T/F: \$2,550.
 - o Emergency Medical Technician Basic: 47 enrolled, 29 completers (62% retention). T/F: \$32,900.
 - o Food Service Pathway: 23 enrolled, 21 completers (91% retention). Net Revenue generated: \$9,094.92.
 - o Human Resources (HR) Assistant: 5 enrolled, 4 completers (80% retention). T/F: \$2,500.
 - o Medical Administrative Assistant: 16 enrolled, 11 completers (69% retention). T/F: \$10,400.
 - o Medical Assistant: 17 enrolled, 14 completers (82% retention). T/F: \$17,000.
 - o Pharmacy Technician: 26 enrolled, 25 completers (96% retention). T/F: \$7,800.
 - o Phlebotomy Technician: 31 enrolled, 28 completers (90% retention). T/F: \$15,190.
 - o Introduction to Welding and Cutting: 11 enrolled, 6 completers (56% retention). T/F: \$10,000.
- Public Workforce
 - o EMR Refresher: 325 enrolled, 325 completers (100% retention). T/F: \$16,250.
 - o ServSafe® Certification Prep and Exam: 47 enrolled, 47 completers (100% retention). T/F: \$7,050.
 - o Healthcare Provider BLS: 37 enrolled, 37 completers (100% retention). T/F: \$2,220.

From Fall 2025 through Spring 2026, Instructional Support has:

- Hosted student-led and staff-led workshops (grammar, calculator operations, study methods, registration, study methods for finals, math refresher, etc.).
- Utilized technology to target high-risk students via DropOut Detective and contact those students individually to offer resources for success.

- Added other departmental information to an available kiosk in the Instructional Support Center to make students aware of other resources on campus.
- Added additional computers for student usage in the Instructional Support Center.
- Targeted students with an average of 70 or lower in any registered course with individualized emails with tailored instructional support resources.
- Developed an automated messaging structure that individualizes communication with a student based on specific coursework to offer directly relevant resources.
- Messaged more than 4,000 students (including duplicates) with individualized emails and/or Canvas messages.
- Performed correlational analysis across many datasets to identify patterns:
 - MAT1314 outcomes to ACT subscore in math
 - MAT1314 outcomes to absences
 - MAT1314 outcomes to ACT subscore in math for traditional classes specifically
 - MAT 1314 outcomes of ACT subscore in math for online classes specifically
 - MAT1314 outcomes to absences in traditional classes specifically
 - MAT1314 outcomes to absences in online classes specifically
 - CHE1214 outcomes to ACT subscore in math
 - CHE1214 outcomes to ACT subscore in science
 - CHE1214 outcomes to absences
 - ACC 2213 outcomes to absences
 - ACC 2213 outcomes to ACT composite score
 - ACC 2223 outcomes to absences
 - ACC 2223 outcomes to ACT composite score
 - BIO 2514 outcomes to absences
 - ENG 1113 outcomes to absences
 - ENG 1114 outcomes to absences
 - MAT 1613 outcomes to absences
 - MAT 1614 outcomes to absences
- Determined top twenty courses with lowest retention rate
- Developed individualized support plans for struggling students.
- Altered Instructional Support Team Member schedule on website to make it more aesthetically pleasing.
- Made a presentation regarding Instructional Support to student athletes.
- Made a presentation regarding Instructional Support to English Roundtable on Tupelo Campus.

From Fall 2025 through Spring 2026, Instructional Support has:

- Developed Session Notes Form on Microsoft Forms to collect data on IS Team Member interactions with individual students.
- Developed Instructional Support Team Member interest form to collect information from prospective team members.
- Had a total of 355 visits for IS from 202 individual students in Fall 2025.
- A current total of 77 visits for IS in Spring 2026.
- Developed a mail merge template for SDS to streamline their communication process regarding student accommodations to instructors (decreased required time for that task by a working day or more into ten minutes).
- Begun identifying datasets needed to assist the Library with purging inactive users from their integrated library system database.
- Contacted approximately 372 students with less than a 2.0 GPA with tiered communication in association with the academic recovery program.
- Utilized Microsoft Forms to better track IS data.
- Compiled historic ACCESS data to include additional metrics to be used for completion, retention, and recruiting data.
- Set up tables at Involvement Fairs and Preview Days to ensure current and potential students are aware of the Instructional Support Center and the services offered to all ICC students, including Dual Credit.
- Created a comprehensive training agenda for incoming IS Team Members to ensure the highest quality of instructional support across subject areas.
- Proofed 133 writing assignments via Brainfuse Writing Lab.
- Added English IS Team Members as TAs to all sections of ENG 0131 to provide consistent messaging and encouragement to utilize the ISC.
- Made presentation regarding Instructional Support to Middle College orientation group.
- Provided graduation navigation communications to nearly 3,000 students, including individualized outreach outlining outstanding degree requirements for ACCESS program participants to support timely completion.
- Conducted athletic academic progress checks at two key intervals during the semester, ensuring compliance with institutional and eligibility standards for student-athletes.
- Collaborated with TIS to design and implement a standardized method for identifying and tracking ACCESS student cohorts within the BANNER system, improving reporting accuracy and program oversight.
- Fulfilled approximately 85 orders through the Trading Post food pantry, supporting student access to essential food resources and contributing to basic needs security initiatives.

- Continued progress toward completion of a Master of Arts degree at the University of West Alabama, demonstrating ongoing professional and academic development.
- Gained in-class instructional experience by teaching the ACCESS Orientation course during the Fall term, contributing to student onboarding and program success.
- Met with future Division Chair to collaboratively plan and align curriculum for the course scheduled to be taught in Fall 2026, ensuring readiness and instructional quality.
- Shadowed current ICC instructors to gain insight into effective teaching strategies, classroom management techniques, and instructional best practices, strengthening readiness for independent teaching responsibilities.
- For this year's Honors in Action project, PTK members planned and held an Insight Luncheon to highlight the Bloom program of ICC. The event featured speakers, including the college president, Dr. Jay Allen, who highlighted the positive impact of the Bloom program on neurodivergent students and the ICC community. After the presentation, nearly all respondents reported that the presentation improved their understanding of neurodivergent strengths, with overwhelmingly positive feedback. Local business owners in attendance showed interest in partnering with Bloom for student internships, and many expressed a desire to provide financial support. Seventy-four community members, local business owners, and educators attended this event.
- Ashley Craig's proposal to write a book chapter about Edward Albee was accepted. The book, *Albee's World: 100 Years of America's Playwright*, will be published in May 2027 by Manchester University Press.
- Chad Caldwell earned a Bachelor of Science in Business Administration from Mississippi University for Women.
- Sixty-nine (69) of the students enrolled in the Adult Education program during the given timeframe earned a certificate for completing "Employability Skills" training (Smart Start). The curriculum includes topics such as career exploration, time management, workplace etiquette, appropriate attire, interview skills, etc., many, if not all, of which have been identified as areas lacking employees by local employers.
- Through their participation in the Adult Education (AE) program, our students can take the ACT WorkKeys assessments to earn a National Career Readiness Certificate (NCRC), a nationally recognized credential. During the given timeframe, sixty-eight (68) students earned this credential (34 Bronze, 31 Silver, 2 Gold and 1 Platinum).

3B. OFFER STUDENT-CENTERED SUPPORT

- Five \$500 scholarships awarded to engineering students (paid for by MS Space Grant Consortium \$2,000)

- Supportive and Disability Services served 236 unique students and administered approximately 2,200 tests on the Fulton campus and 1,200 tests on the Tupelo campus during the 2025 - 2026 academic year.
- Fifty-one (51) individuals who completed our program during the given timeframe matriculated to post-secondary education or training programs offered through ICC. This includes short-term pathway programs, certificate programs, AAS and AA degree programs).

3C. PROMOTE BEST EDUCATIONAL AND PEDAGOGICAL PRACTICE

- Selected to serve as a CAHIIM Accreditation Peer Reviewer for 2025-2026 academic year. This peer review enhances my learning of accreditation standards, implementation, and compliance.
- The Respiratory Care Technology program received the Distinguished RRT Credentialing Success Award. This award is presented as part of the CoARC's continued efforts to value the RRT credential as a standard of professional achievement.
- From a program effectiveness perspective, the CoARC views the RRT credential as a measure of a program's success in inspiring its graduates to achieve their highest educational and professional aspirations.
- In selecting programs for this recognition, the CoARC Board used objective criteria based on key accreditation metrics documented in the 2024 Annual Report of Current Status (RCS). These programs were required to: (1) have three or more years of outcomes data; (2) hold accreditation without a progress report at the end of the year; (3) document RRT credentialing success of 90% or above, and (4) meet or exceed established CoARC thresholds for TMC high cut score and retention
- Attended the Mississippi Communication Association Conference.
- The Health Science Division continues to demonstrate strong outcomes that support student success and program excellence. The Associate Degree Nursing program increased its graduation rate from 58% to 74% while maintaining a 96% board pass rate. The Radiologic Technology program successfully completed a programmatic accreditation review and received full accreditation for eight years, and the Surgical Technology program earned full accreditation for ten years following its recent site visit.
- The Respiratory Care Technology program was nationally recognized by the Commission on Accreditation for Respiratory Care as a Recipient of Distinguished RRT Credentialing Success and currently maintains the highest Registered Respiratory Therapist (RRT) credential pass rates in Mississippi.
- Additionally, all eleven programs in the Health Science Division collaborated to host four Code Blue and Red recruiting events for area high school seniors interested in healthcare careers. These events highlighted each profession and demonstrated the collaborative nature of healthcare in providing comprehensive patient care.

- Rebuilt literature classes and included innovative assignments that allow students to experience literature through video journaling. Increased the rigor of discussion questions to align with college-level expectations.
- Published four poems in national literary journals (The Queens Review, Steam Ticket, and New York Quarterly), maintaining active professional engagement in the field of creative writing and bringing current literary practice into the classroom to support effective teaching.
- Integrated additional lecture videos into Canvas to enhance instructional delivery, reinforce key course concepts, and support student growth and academic success.
- STEM Club traveled US Space & Rocket Center on 11/14/25 paid for by the MS Space Grant Consortium.
- To comply with the April 24, 2026, Department of Justice deadline regarding federal regulations related to the Web Content Accessibility Guidelines (WCAG), all eLearning course models have been reviewed for accessibility using the CidiLabs UDOIT accessibility checking tool. In addition, all past courses—both traditional and online—from Summer 2013 through Spring 2025 have been archived.
- Moving forward, the following archiving schedule will be implemented: spring courses will be archived after March 15, while summer and fall courses will be archived after October 15.
- Spent seven days scoring AP Language exams. Scored over 900 exams with an excellent rating for speed and accuracy.
- Created an AI Roundtable, in which deans, faculty, and other staff met to discuss challenges with AI in instruction, how to adapt to AI in the classroom, and how to modernize instruction with the new and upcoming generations. This operated as both a coaching session and a way to get feedback from those in the classroom.
- The AD Nursing department at ICC utilizes students' comprehensive exit exam analyses, former student surveys, employer surveys, and an advisory council to identify and strengthen gaps in learning and practice. Data is collected and used each year to strengthen areas of deficiencies noted within the program. AD faculty utilize the data to adapt the AD curriculum in improving student performance in both the classroom and clinical/practice.
- We restructured MAT 1614 Calculus I to meet for 50 minutes, 4 days a week. Previously, the course met for 75 minutes, 2 days a week and 50 minutes every Friday. To this point, the grades in MAT 1614 have improved under the new format.
- Completion of multiple doctoral courses.
- The Health Information Technology program entered a Demonstration Program for our next accreditation. The new accreditation period is aimed at competency-based education. By entering the Demonstration Program our program will get enhanced training toward the competency-based education model and assignments that meet the competencies. We will collaborate with other Health Information programs all over the United States to elevate our program in a competency-based education model.

- Also, our program will receive commendation from CAHIIM as an early adopter that will be sent to the state board of regents and the ICC institution's leadership.
- Implementation of new edition of the e-book and resources in MAT1723 Real Number System and MAT1733 Geometry, Measurement, & Probability
- Continued progress toward completion of a Master of Arts degree at the University of West Alabama, demonstrating ongoing professional and academic development.
- Gained in-class instructional experience by teaching the ACCESS Orientation course during the Fall term, contributing to student onboarding and program success.
- Met with my future Division Chair to collaboratively plan and align curriculum for the course scheduled to be taught in Fall 2026, ensuring readiness and instructional quality.
- Shadowed current ICC instructors to gain insight into effective teaching strategies, classroom management techniques, and instructional best practices, strengthening readiness for independent teaching responsibilities.
- Calculus I classes on the Fulton Campus met Monday through Thursday for 50 minutes each day, rather than meeting two or three times a week. This provides students with smaller chunks of material that are easier to comprehend, as well as more tests with less material on each test.
- The Mathematics Division expanded the daily College Algebra with Lab classes to the Fulton Campus. Classes meet for 50 minutes Monday through Thursday. This provided students with smaller chunks of material that were easier to comprehend, enabled instructors to spend more time in the lab with students or in class working examples, and enabled instructors to give more tests.
- The Mathematics Division began offering Quantitative Reasoning with Lab as a daily class. Classes met for 50 minutes Monday through Thursday. This provided students with smaller chunks of material that are easier to comprehend, enabled instructors to spend more time in the lab with students or in class working examples, and enabled instructors to give more tests.
- The Mathematics Division expanded the daily College Algebra classes with Lab to the Fulton Campus. Classes meet for 50 minutes Monday through Thursday. This provides students with smaller chunks of material that are easier to comprehend, enabled instructors to spend more time in the lab with students or in class working examples, and enabled instructors to give more tests.
- The Mathematics Division offered its first hybrid College Algebra with Lab class as an afternoon class specifically to make the class more accessible for teacher assistants working on their degree. The afternoon class enables them to come to class right after work and still be able to spend time in the evening with their family. It is taught like a tutoring session with time spent going over homework questions and/or questions from the videos, as well as time in the lab. The students appear to be enjoying the class.

- The Mathematics Division offered its first hybrid Real Number System sections. While the day class students enrolled in the hybrid section because it was the only section offered, the afternoon class is geared towards teacher assistants who are working on their degree. Meeting in the afternoon allows them to come straight from school to ICC and then still be able to spend time in the evening with their families.
- Students may now work toward completing an Associate of Business degree in lieu of or addition to their associate of arts degree, providing more options and employability.
- Shundria Whitfield earned a second master's degree, Master of Arts in Higher Education/Student Personnel from the University of Mississippi.
- In Adult Education (AE), we measure how well/ how much our students are learning through earning measurable skills gains (MSGs). The state of MS Office of Adult Education sets a benchmark for all AE programs on an annual basis, and the latest benchmark was set at 56.5%, meaning at least 56.5% of the students our programs serve must earn a Measurable Skills Gain during the program year. From July 2025 to present, our MSGs percentage is 62%. Each program year begins July 1 and end June 30.
- We've helped 172 students earn a high school equivalency (HSE) diploma from the state of Mississippi during the given timeframe. To be exact, 46 earned their diploma by taking HiSET assessments, 6 took GED assessments, and 120 Total Transcript (a combination of HiSET, GED and WorkKeys assessments).

3D. ADVISING AND MENTORING

- The Mississippi IDeA Network of Biomedical Research Excellence (INBRE) is a network of colleges and universities, designed to build a biomedical research infrastructure in Mississippi. Our mission is to reach out to Mississippians to improve health throughout the state and to engage talented researchers and students in biomedical research projects that will increase the state's research competitiveness. INBRE shared opportunities with students.
- STEM hosted Mississippi Rural Physician Scholarship Program/Mississippi Rural Dental Scholarship Program on campus.
- Held a meeting for students interested in Social Work. Cora Yielding, Ole Miss Tupelo Admissions Counselor, came to discuss scholarships, internship opportunities. Patricia Digby, Ole Miss Tupelo Social Work instructor, came and discussed the curriculum and her career path. Jana Montgomery, licensed Social Worker, came and discussed her career path. We ended with a Q & A session for students.
- Chase Parham and Jeff Roberson came and spoke about their career paths at a Humanities Club meeting. We followed the meeting with a book signing for their new book, Stories From Ole Miss Baseball. Finally, Parham and Roberson put on a live pod cast for ICC students and the Community. They discussed their book and the

writing process. Parham talked about his years at ICC and how he made it to the SEC. They concluded with the future of Sports Journalism and a Q&A session.

- In observance of Black History and the 100th Anniversary of Black History Month, the Humanities club welcomed Bethany Bonner, ICC Adviser and Women of Excellence Sponsor, and Deon Triplett, ICC Psychology Instructor and Men of Excellence Sponsor, to discuss their backgrounds and career paths in counseling, religious studies, volunteerism and psychology.
- The Mathematics Division moved the four-hour calculus class on the Fulton Campus from meeting three days a week (including a Friday) to meeting Monday through Thursday for 50 minutes each day. This gives students the same information but in smaller chunks to help them better comprehend the material. This also means that there are more tests with less material on each test.
- Supportive and Disability Support Services collaborated with TIS to develop an electronic distribution of individualized accommodation plans.

