



# Strategic Plan 2021-2025



Constant Forward Progress:  
Marching Toward '25

Copenhaver-Lincoln Community College  
Wesson Campus | Natchez Campus | Simpson County Center



# President's Message



Dear Co-Lin Family:

Every five years, Co-Lin's faculty, staff, administration, students, and Board of Trustees come together to create a framework for what we would like to achieve in the future. We call it our Strategic Plan, and its importance is rooted in its role as a roadmap for meeting our goals. Its legitimacy comes from the voices it represents. Each person invested in Co-Lin's success has a chance to provide input that helps us recognize and address areas for improvement, growth, and innovation.

Its creation began over the summer of 2019 at the President's Leadership Retreat. Using the statewide strategic planning goals as our guide, subcommittees for the components of our plan were formed with the idea that we would collect data from all our stakeholders. We wanted to ensure that our decisions were driven by this information, and we wanted everyone to have a chance to be heard, with an "all hands on deck" approach to brainstorming.

Five years ago, the Vision 2020 plan was implemented for 2015-2020. Some objectives that we saw come to fruition from that plan were increases in the use of instructional technology, saving our students a great deal of money, program expansion in multiple areas (particularly Dual Enrollment), and the rebranding of the Counseling Center to help students navigate the path to completion. These are just a few of the seeds that were planted, and we are still seeing their successful growth.

Beginning this year, with the theme of "Constant Forward Progress", we reflect on the positive decisions of the last plan and ask ourselves, what could we have done better? There are lessons in both our successes and those plans which did not meet our expectations. I encourage you to ask yourself "what if" as we move forward - "what ifs" that are guided by the past but focused on the future, "what ifs" that are informed and optimistic. What if I can change just one thing to improve my students' experience? What if I were willing to look at this circumstance from another perspective? What if I can help open more lines of communication within my office, my classroom, my department, my community?

I'm excited for what Co-Lin's future holds. I know there is no limit to where we will go together. Join me as we march toward 2025.

Sincerely,

Jane Hulon Sims, Ph.D.  
President

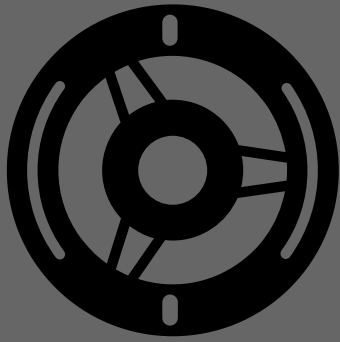


# Mission Statement

The mission of Copenhague-Lincoln Community College is to provide educational programs, economic development services, and cultural and recreational opportunities through quality instruction and high expectations and service in a safe, student-centered environment.

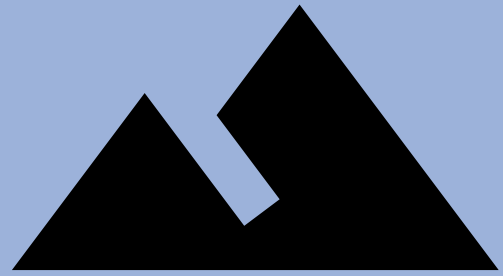


# Marching Toward '25



**Drive**

Instruction



**Strive**

Instructional  
Support



**Thrive**

Student  
Services



**Revive**

Institutional  
Support &  
Physical Plant



# Drive Instruction

Steering toward increased opportunities for teaching, learning, and student success

## State Plan Goals:

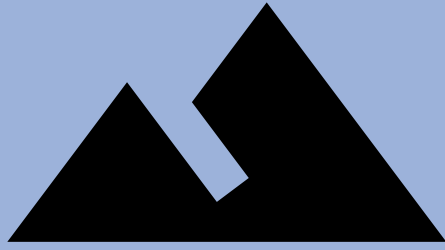
(a) To provide degree and certification programs delivered through traditional and distance education courses that prepare students for continued studies and/or employment.

## State Plan Strategies:

- Continue to promote excellence in classroom instruction to help students move towards degree completion. This will include remedial coursework where necessary, as well as emphasis on student retention and persistence.
- Enhance the ability of the college to offer top-quality career-technical instruction by seeking external funding to assist with the purchase of instructional equipment and funding for additional support positions focusing on recruitment and retention.
- Align a diverse array of programs in the community based on local needs of the citizens of the district through cooperation with local agencies and school districts.

## College Objectives:

- Establish new STEM programs on all campuses.
- Implement peer-to-peer instructional support (seasoned faculty will mentor/advise early career faculty who are within three years of onboarding with the college).
- Establish a set of guidelines which ensure consistency in instructional quality and accountability based on the state guided curriculum within Academic Divisions and CTE Pathways.
- Develop personalized faculty professional development plans for all programs.
- Review course data to ensure continuous improvement.
- Enhance programs and partnerships with universities to allow seamless transfer for completion.
- Continue to encourage instructor utilization of and broaden student access to instructional technology in all learning.
- Develop strategies to communicate and advise students and parents in high schools about pros and cons of dual enrollment.
- Continue to solicit external funding to support professional development and institutional programs through the Co-Lin Foundation and grant opportunities.
- Obtain retention software to assist with identifying “at-risk” students to increase communication and offer resources available through support services.



# Strive

## Instructional Support

Embracing technology as a tool for enhancing instruction and college operations

### State Plan Goals:

(a) To provide access and assistance for students to library materials and learning resources; may include learning resource laboratories and material for special application of studies.

### State Plan Strategies:

- Continue to maintain and upgrade library and learning resource materials; have support staff and learning resource laboratories available for students during the morning and evening hours.

### College Objectives:

- Upgrade career-technical equipment on all campuses to ensure latest technology meets industry demands.
- Enhance instruction in the Associate Degree Nursing program through the addition of a computer lab in the Stribling building.
- Upgrade existing instructional technology in the academic departments on all campuses.
- Expand library access on the weekends to support student learning.
- Research feasibility of providing access for students to purchase technology in the Co-Lin bookstore to assist with instructional support and if feasible, implement a plan and process.



# Thrive

## Student Services

Providing advantages that engage students in a comprehensive network of learning opportunities

### State Plan Goals:

(a) To support student learning and personal growth outside the context of formal instruction.

### State Plan Strategies:

- Continue to emphasize default prevention through offering support services.

### College Objectives:

#### Safety

- Ensure campus police officers are visible on all campuses.
- Continue to partner with county, local, and state law enforcement agencies to conduct trainings and develop policies, procedures, and best practices for each campus.
- Provide additional opportunities for campus police officers to provide updates and safety related information to faculty, staff, and students.

#### Customer Service

- Improve the structure of the telephone system by creating a full-time position or designating a person solely responsible for receiving and transferring calls to promote consistent, efficient, and effective communication.
- Improve the online application process.
- Collaborate with the appropriate office(s) to develop and implement a plan to accept and fulfill online transcript requests either through our current system or through a partnership with a third-party transcript service.
- Collaborate with the library, bookstore, business office, and other areas to identify opportunities to expand hours of operation and increase the availability of services and products available to students, faculty, and staff.



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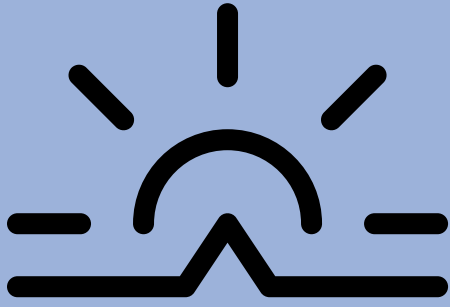
#### Support Services

- Evaluate, expand, and publicize services offered in counseling/advising, tutoring, and financial aid for both ground and online students enrolled at each campus.
- Ensure there is consistency (adherence to policy) and diversity in the housing process and in other areas.
- Ensure the wellness initiative is implemented on all campuses.
- Provide opportunities to learn and implement life skills and employment related skills which will help to promote professional growth.
- Enhance and increase student events, activities, and other social gatherings on each campus.

#### Recruitment

- Continue the focus of increased community/alumni presence and visibility through participating in school and community events.
- Continue to utilize social media and other systems to reach out to and engage prospective students.
- Seek opportunities to host events which will provide an avenue to showcase educational opportunities at each location.
- Develop and implement a plan to target adult learner students.
- Enhance alumni involvement in recruitment through advisory committees.





# Revive

## Institutional Support & Physical Plant

Energizing the institution  
with quality operations  
and value-added capital improvements

### State Plan Goals:

- (a) To support institutional programs and infrastructure by providing resources required to manage all aspects of the institution.
- (b) The institution operates and maintains physical facilities, both on and off campus, that appropriately serve the needs of the institution's educational programs, support services, and other mission-related activities.

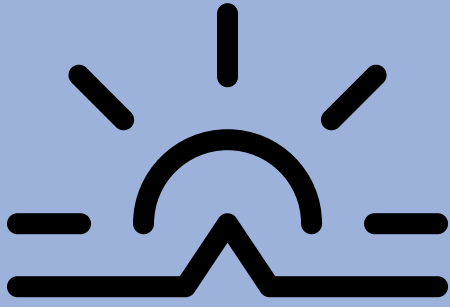
### State Plan Strategies:

- Personnel, facilities, and equipment will be regularly evaluated by the administration through strategic planning initiatives and through review of institutional data in the form of employee satisfaction surveys and graduate surveys.
- The college will maintain its facilities in a safe and efficient manner and will employ the use of control systems and an energy management plan to reduce and control energy consumption for all facilities.
- Safety will be emphasized by all units of the college through policies established in the college's employee handbook and safety handbooks. Regular drills, inspections, and training will be held as necessary.

### College Objectives:

#### Institutional Support

- Increase college revenues by continuously assessing effective cash management.
- Build a sustainable budget model to enable online access to financial data for various institutional departments and to have access to adequate financial reports.
- Acquire purchasing cards to modify procurement procedures and travel expenses.
- Enhance the product mix of the bookstore and implement online shopping.
- Continue solicitation of external funding for athletic facility upgrades through the Co-Lin Foundation's Back-the-Pack capital campaign.
- Implement new cyber security rules and authentications and increase levels of security with various college software.
- Upgrade computers and computer hard drives across the college's district.



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### College Objectives:

#### Physical Plant

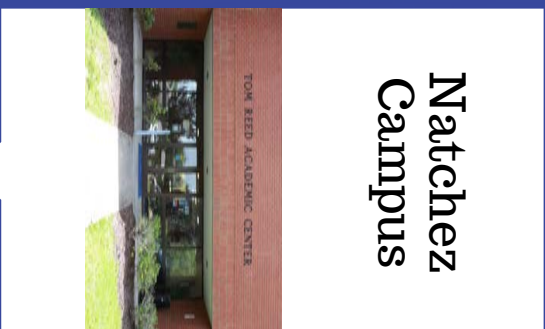
- Plan for future facilities on the Natchez Campus and Simpson County Center.
- Construct a state of the art Advanced Manufacturing/Technology Center.
- Renovate the Grill on the Wesson Campus.
- Construct a Performing Arts Center to host campus and community events.
- Construct an athletic events center to host college and community sporting events.
- Relocate maintenance/shipping/receiving department to the perimeter of campus.
- Upgrade dormitory facilities on the Wesson Campus.
- Upgrade technologies to monitor energy management and efficiency for all facilities.
- Repair and replace HVAC systems, roofs, and lighting.

# Timeline



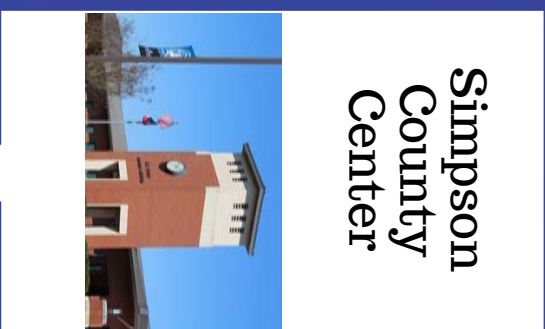
Wesson  
Campus

- Forums/  
Surveys:
- Board of Trustees
  - Faculty
  - Staff



Natchez  
Campus

- Forums/  
Surveys:
- Workforce Council
  - Students
  - Community



Simpson  
County  
Center

Subcommittees  
Formed  
July 2019

Forums/Surveys  
September/  
October 2019

Objective  
Recommendations  
November 2019

Plan Completed &  
Board Approved  
March 2020