



# **Bold** at the *Bicentennial*

*2024 - 2025 Progress Report*



**Building on almost 200 years as a premier liberal arts institution, Centenary presents a bold vision and plan to lead the college into its third century.** The first elements of this transformational process have already been put in place with the commitment to a complete renovation and expansion of Mickle Hall to enable further growth in Centenary's signature science programs and to the reintroduction of intercollegiate football. Bold at the Bicentennial builds on this foundation to envision new academic programs, improved physical spaces, and a college experience that challenges, supports, and nurtures our students. In bringing this plan to life, Centenary will join with our community to create a dynamic hub for a growing region.

Bold at the Bicentennial furthers the College's mission and vision and embraces its core values.

## **Our Mission**

Centenary College prepares global citizens to live productive lives of vitality and purpose.

## **Our Vision**

Building on a firm foundation in the liberal arts, Centenary is committed to education that happens inside and outside the classroom, in the community, and in the world. Centenary students will be challenged to read, listen, and think critically; to write and speak clearly; to analyze, interpret, and synthesize ideas and information qualitatively and quantitatively; to celebrate the diversity of human cultures; and to appreciate the value of artistic expression. This will take place on a campus enriched by individuals from many faiths and cultures and that emphasizes ethical and intellectual growth and the joy of creativity and discovery.

## **Our Values**

Consistent with its founding as a Methodist institution and its continued affiliation with the United Methodist Church, Centenary College promotes the values of compassion, integrity, intellectual and moral courage, and personal and collective responsibility. Centenary is committed to the value of civic debate, the integrity of science, and the inherent usefulness of the liberal arts to help students lead lives of meaning. As a community, the college cultivates the knowledge, truth, and integrity that are crucial to our common future as we seek to transform the world.

## **Our Commitment to Diversity**

Centenary College of Louisiana values human diversity in all its richly complex and multi-faceted forms, whether expressed through race and ethnicity, culture, political and social views, religious and spiritual beliefs, language and geographic characteristics, gender, gender identities and sexual orientations, learning and physical abilities, age, and social or economic classes.

## Strategic Plan Goals

Inspired by the success of the 2018-2022 strategic plan “Forward,” Centenary College, with broad input from campus constituencies, developed four goals that serve as the framing structure of Bold to the Bicentennial.

### PROVIDE A TRANSFORMATIVE STUDENT EXPERIENCE

### GROW ENROLLMENT

### BE SHREVEPORT-BOSSIER’S COLLEGE

### BE A GREAT PLACE TO WORK

## Core Commitments






The Strategic Plan is guided by Core Commitments of the College. These commitments emerged during the planning process and reflect a recognition that while responding to the needs and vision of Centenary, the plan will not succeed if it does not address these fundamental elements. These elements, and related initiatives, are woven into the goals of the strategic plan.

**Our Campus:** The 117-acre Centenary campus is an urban oasis in the Historic Highland District that is long recognized for its beautiful grounds and classic Georgian architecture. Centenary will prioritize and implement facilities projects that align with College values, enhance the student experience, and welcome the surrounding community and region.

**Diversity, Equity, Inclusion, and Belonging:** Leveraging new and established diversity constituents, Centenary will increase institutional accountability and embed DEIB initiatives throughout the College’s vision, mission, planning, curriculum, and outreach.

**Financial Stability:** To ensure that Centenary College continues to provide exceptional education for college students for generations to come, Centenary will operate from a sufficient and sustainable resource base.

## Progress Report Key

|   |   |
|---|---|
| <b>Completed:</b> Initiative completed, but may be ongoing                        |  |
| <b>In process:</b> Initiative ongoing or not yet completed                        |  |
| <b>Revise:</b> Initiative revised to align with current/future needs              |  |
| <b>Defer:</b> Initiative deferred to future time                                  |  |
| <b>Delete:</b> Initiative no longer appropriate and/or aligned with College needs |  |





## Goal: Provide A Transformative Student Experience

Centenary College will provide each student with a firm foundation in the liberal arts and sciences, opportunities to put learning into action, and the skills and experiences for success beyond graduation. Centenary is committed to ensuring living and learning spaces that are attractive, high-functioning, healthy, and sustainable.

### Outcomes

- To develop and support the whole student toward graduation and beyond, Centenary will offer exceptional and innovative programs, provide integrated support, and ensure access to the resources necessary for success.
- To promote engagement and satisfaction, Centenary will improve the student learning and living experience.
- To drive recruitment, retention, and satisfaction, Centenary will create and initiate a plan to update and improve campus facilities.
- To support our growing student athlete population, Centenary will develop and implement a strategic plan for athletics that equips staff and fosters connection between academics and athletics, promotes equity, and supports recruitment and retention.
- To ensure that students feel a sense of belonging and value, Centenary will implement initiatives that support inclusive excellence.




### 2024-25 Progress




| STUDENT SUCCESS   |   |
|---|---|
| Initiative  | Progress  |
| Ensure state of the art learning spaces.  |  |
| Update the library to meet campus needs for learning and gathering spaces.                                |  |
| Provide timely and affordable access to textbooks and class materials through inclusive textbook program. |  |
| Implement an electronic, automated degree audit program.  |  |



## Goal: Provide A Transformative Student Experience

| HIGH IMPACT EXPERIENCES  |   |
|--|---|
| Initiative   | Progress  |
| To ensure that every student is engaged in research-based High Impact Practices, map current practices and provide recommendations for improvement.                                |  |
| Integrate international and intercultural perspectives across curricular and co-curricular activities to develop the skills and knowledge needed to be successful global citizens. |  |

| STUDENT WELLNESS  |   |
|---|---|
| Initiative  | Progress  |
| Increase participation in intramural tournaments/jamboree events. |    |
| Improve health and wellness programs based on assessments.        |    |
| Introduce three or more intramural sports.                        |  |

| CAREER  |   |
|---|---|
| Initiative  | Progress  |
| Provide related professional development for advisors.                                    |  |
| Improve the campus student work program to incorporate professional skills and knowledge. |  |
| Implement programming in Career Services for alumni.                                      |  |



Completed



In Process



Revise











Defer



Delete

## Goal: Provide A Transformative Student Experience

| CAMPUS ATHLETICS   |   |
|--|---|
| Initiative   | Progress  |
| Implement a strategic plan for athletics that equips staff and fosters connection between academics, student life, and athletics, promotes equity, and supports recruitment and retention. |  |
| Implement a revised Staff Handbook.  |  |
| Restart the Centenary "C" Club.  |  |

| CAMPUS LIFE  |   |
|--|---|
| Initiative   | Progress  |
| Revise the residence policy for seniors that addresses satisfaction and revenue targets. |    |
| Enhance and expand dining options for students.  |  |
| Explore contracting with local restaurants to allow students to use their meal dollars.  |  |
| Revitalize the Student Union Building.   |  |
| Revitalize the Fitness Center.   |  |



Completed



In Process



Revise









Defer



Delete

**Goal: Provide A Transformative Student Experience**

| CAMPUS SERVICES   |   |
|---|---|
| Initiative  | Progress  |
| To ensure that Centenary provides excellent service to students and families in all offices, the College will collect feedback through surveys and other instruments. |  |
| Each department will prepare a department manual.   |  |
| Implement office training and changes for improvements based on surveys.  |  |

| INCLUSIVE EXCELLENCE   |   |
|--|---|
| Initiative   | Progress  |
| Work with the entire campus community on creating spaces for intentional engagement, dialogue, and learning around diversity, equity, inclusion, and belonging.  |   |
| Increase student and faculty engagement with topics and experiences relative to diversity, equity, inclusion, and belonging in academic and co-curricular programs inclusive of a curriculum review of utilization of diverse scholar voices, diverse experiences, and inclusive pedagogy, as well as strategies for implementation. |  |
| Conduct a review of institutional policies for equitable procedures and practices.   |  |





## Goal: Grow Enrollment

As Centenary approaches our 200th year, we will implement a multi-faceted approach that grows and maintains a healthy enrollment through strategies that promote effective recruitment, retention, and persistence to graduation in four years.

### Outcomes






- To effectively equip graduates to serve and lead in the marketplace, the community, and the world, Centenary will add new degree and non-degree programs, aligned with mission.
- To ensure a vibrant, diverse, and sustainable student body, Centenary will implement datainformed decisions and actions to increase enrollment, retention, persistence, and graduation.
- To ensure that Centenary College continues to provide exceptional education for college students for generations to come, Centenary will operate from a sufficient and sustainable resource base.





### 2024-25 Progress


| INNOVATIVE PROGRAMS   |   |
|---|---|
| Initiative  | Progress  |
| Regularly review academic programs to add or sunset programs. |  |
| Expand summer school and summer program options.              |  |



## Goal: Grow Enrollment

| STUDENT DIVERSITY   |   |
|---|---|
| Initiative  | Progress  |
| Increase diversity of recruitment staff.  |  |
| Collaborate with the Learning Commons and Office of DEI in First-Generation specific programming/resources. |  |
| Increase recruitment efforts across the U.S. and internationally.   |  |
| Explore adding an international recruiter and using international recruitment services.                     |  |
| Discuss resources with other ACS schools.   |  |

| TRANSFER   |   |
|--|---|
| Initiative   | Progress  |
| Identify strategies to become more transfer friendly.  |  |
| Continue to work with department chairs and faculty to identify best practices for determining transferrable courses in their departments. |  |
| Implement strategies to become more transfer friendly.   |  |
| Complete mapping of all courses for surrounding community colleges.  |  |

| FINANCIAL STABILITY  |   |
|--|---|
| Initiative   | Progress  |
| Complete a comprehensive campaign for facilities, the annual fund, scholarships, and new programs. |  |



Completed



In Progress



Revise



Defer



Delete




## Goal: Be Shreveport-Bossier's College


Centenary College will serve as a hub for civic, cultural, and athletic engagement that enriches and serves the alumni constituency, the diverse population of Shreveport-Bossier, and the surrounding communities.

### Outcomes

- To define the College as a center for inclusive and engaging events, Centenary will leverage our strengths in the arts and sciences, and athletics.
- To expand existing and initiate new relationships with organizations and businesses in the community and region, Centenary will prioritize and implement facilities projects that welcome the surrounding community and region and will promote our campus.








### 2024-25 Progress





| COMMUNITY ATHLETICS   |   |
|---|---|
| Initiative  | Progress  |
| Complete football stadium renovations, including tailgate/fan zone. |  |
| Offer season tickets with launch varsity football.                  |  |
| Secure sponsors for tailgate zones.                                 |  |

| ALUMNI   |   |
|--|---|
| Initiative   | Progress  |
| Provide more visibility of events through materials. |  |



## Goal: Be Shreveport-Bossier's College

| SCHOOL AND COMMUNITY ORGANIZATION   |   |
|---|---|
| Initiative  | Progress  |
| Build relationships with K-12 schools.  |    |
| Increase offerings through Community and Civic Engagement programs.                           |    |
| Audit connections with community organizations.   |    |
| Strengthen relationships [with community organizations].                                      |    |
| Build new relationships through existing offices and programs. [with community organizations] |    |
| Provide more visibility of all of these through website and materials.                        |  |
| Raise awareness of campus space availability with key community leaders.                      |  |

| CAMPUS PROGRAMMING  |   |
|---|---|
| Initiative  | Progress  |
| Explore and identify a new community facing office, program, or initiative.   |  |
| Initiate institutional projects, collaborations, and partnerships on a state, regional, and national platform relative to diversity, equity, and inclusion. |  |
| Provide more visibility of events through website and materials.  |  |
| Implement a new community facing office, program, or initiative.  |  |



Completed



In Process



Revise







Defer



Delete

Goal: Be Shreveport-Bossier's College

| CAMPUS USE   |   |
|--|---|
| Initiative   | Progress  |
| Improve efforts to promote environmental sustainability.         |  |
| Investigate ways to place Centenary banners along Kings Highway. |  |
| Strengthen presence along King's Highway.                        |  |
| Strengthen presence throughout the Shreveport-Bossier area.      |  |






## Goal: Be a Great Place to Work

Centenary employees will feel valued and will have the resources they need to work effectively and to grow professionally.

### Outcomes




- To attract and retain talented employees, Centenary will identify and provide the facilities, materials, and resources that administration, faculty, and staff need to effectively and efficiently complete their job responsibilities.
- Because Centenary employees are expected to be lifelong learners, Centenary will provide adequate resources for professional development for administration, faculty, and staff.
- To encourage and support a healthy work environment, Centenary will provide and promote health and wellness resources and programs.
- To increase staff community, input, and satisfaction, the college will develop a Staff Council.


### 2024-25 Progress



| EMPLOYEE SUPPORT  |   |
|---|---|
| Initiative  | Progress  |
| Establish and publish a rotation schedule to ensure that faculty and staff offices and spaces are up-to-date, attractive, comfortable, and efficient. |  |
| Develop and implement a technology master plan to guide necessary improvements.   |  |
| Develop efficient and effective use of the events calendar.   |  |



## Goal: Be a Great Place to Work

| PROFESSIONAL DEVELOPMENT  |   |
|---|---|
| Initiative  | Progress  |
| Explore a badges, or similar, program to support staff in documenting professional development activities.  |  |
| Create a centralized onboarding and training programs to educate new employees on campus processes, procedures, history/culture/mission, and technologies/ systems. |  |
| Offer ongoing advanced professional development and education to faculty, staff, and administration related to diversity, equity, and inclusion.                    |  |

| STAFF GOVERNANCE                                    |   |
|---|---|
| Initiative  | Progress  |
| Implement a staff council or other governance body. |  |

| EMPLOYEE RECRUITMENT  |   |
|---|---|
| Initiative  | Progress  |
| Analyze academic and administrative program goals, initiatives, and needs on a consistent basis to identify where and what type of additional staffing should occur (i.e. new fulltime faculty/staff, new administrative assistants, new lab or support staff). |  |
| Increase faculty and staff diversity to reflect the growing demographic shift in our cultural landscape.  |  |





[centenary.edu](http://centenary.edu)