



## STRATEGIC PLAN 2008

### **ENVIRONMENTAL & INSTITUTIONAL TRENDS**

- Increasing employer emphasis on competencies and skill sets.
- Increasing demand for personalized education and support services.
- Increasing competition for students from traditional and proprietary education providers.
- Continued globalization driven by an accelerated rate of technological change.
- Diminishing ability of students to pay the rising cost of education.
- Increasing competition for employees.
- Increasing emphasis on environmental concerns.
- Increasing diverse population.
- Increasing baby-boom retirees.
- Rapid increase in costly technology and its effect on the delivery of technical education.
- Increasing requirement for accountability including program review, quality of programs, and quality assurance.
- Increasing challenge to sustaining and expanding operations due to rising energy costs.
- Increasing costs and rising concerns of campus security.
- Increasing role of two-year colleges in economic and community development.
- Increasing transportation-related expenses affecting students and employees.

### **SAU TECH'S VISION**

Leading Arkansas in Economic and Educational Transformation

### **SAU TECH'S VALUES**

- Every employee and his/her contribution to the institution.
- Each person served or seeking service.
- Personal and professional honesty and integrity.
- The trust and confidence placed in us by our constituencies.
- A caring, learning environment that promotes access, scholarship, innovation, and the success of all students.
- A climate that reflects a deep appreciation and acceptance of diversity.
- Accountability on all levels that is reflected in wise stewardship of public resources.
- Collaborative and cooperative partnerships that improve the quality of life for those served.
- Innovation and the ability to meet the changing needs of our constituencies.
- The history of SAU Tech and its contributions.

### **SAU TECH'S MISSION**

Southern Arkansas University Tech is a two-year college emphasizing technical education. The College is committed to providing quality educational programs delivered through various technologies and methodologies to meet the needs of its constituencies. The College accomplishes its mission through technical career programs, transfer curricula, continuing education, workforce education, transitional education, and administrative, student, and community services.

### **SAU TECH'S GOALS**

- Student Success – To provide every student the opportunity to acquire the knowledge and abilities to lead a fulfilled life as a learner, a citizen, and a member of the workforce.
- Access to Higher Education – To provide access to affordable comprehensive, community, and technical college education.
- Quality Programs – To deliver relevant, high-quality instruction, programs, and services that meet the changing needs of students and society.
- Accountability and Institutional Effectiveness – To make effectiveness, transparency, and accountability the hallmarks of all the College's activities.
- Resource Development (Human/Financial/Physical) – To seek financial, physical, and human resources to support the development and ongoing improvement of the College's programs and services.
- Partnerships, Collaborative Efforts, and Workforce and Economic Development – To develop partnerships to provide continuing education, community services, and workforce training to address the economic development needs of the College's constituencies.

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**GOAL #1:**

**Student Success – To provide every student the opportunity to acquire the knowledge and abilities to lead a fulfilled life as a learner, a citizen, and a member of the workforce.**

1. Grow and sustain on-campus enrollment as well as enrollment through alternate delivery methods.
  - a. Review and enhance recruiting activities to promote on-campus enrollment.
  - b. Explore flexible schedules for course offerings to accommodate the needs of students.
  - c. Assess current online offerings and if the need is present augment current offerings with new, relevant programs and/or courses.
  - d. Investigate the feasibility of alternate delivery methods such as webcasts and hybrid courses.
  - e. Review and enhance retention strategies to increase the number of students persisting to a certificate or degree.
2. Continue to enhance the College's assessment of student learning model to improve student success.
  - a. Seek application in the HLC/NCA Assessment Academy, and through participation in the Academy, focus on the College's assessment of student learning program and use assessment results to enhance programs.
  - b. Develop a process to share assessment results and to systematically use assessment results to improve student learning.
  - c. Purchase TracDat software to support the College's assessment plan and to facilitate the use of assessment data for planning and improvement.
3. Provide a positive and rewarding college experience through a variety of activities and cultural events.
  - a. Improve on-campus life by continuing and expanding diverse cultural and student life events.
  - b. Increase extracurricular options that enhance student engagement with the College.
4. Advance student achievement through counseling, advising, mentoring, and tutoring.
  - a. Continue to seek innovative student success support services.
  - b. Review and enhance the College's mentoring program.
  - c. Establish a tutoring center to assist under-prepared students to achieve academic success.
  - d. Develop a process to evaluate the effectiveness of student support services.

SAU Tech Strategic Plan  
January 2009

5. Facilitate the transition of students into the College.
  - a. Foster relationships with high school students participating in the Career Academy and the Concurrent Credit Program to improve the transition of those students to the College.
  - b. Foster relationships with students who are eligible for supporting programs such as Career Pathways and Adult Education to enhance their ability to achieve academic success.
  - c. Review and enhance the orientation process for non-traditional aged students.
  - d. Continue to provide and expand opportunities for prospective students to participate in on-campus activities and events designed to showcase the College and its programs.
6. Facilitate the transition of students from the College, either to SAU Magnolia (or other higher learning institutions) or into the workforce.
  - a. Develop and implement processes to increase the transfer rate for students attaining an associate degree from the College.
  - b. Pursue scholarship opportunities for students transferring from SAUT to other colleges.
  - c. Continue to develop Memorandums of Understanding (MOUs) with other institutions.
  - d. Develop and implement career planning and job placement services and monitor and track their effectiveness.
7. Develop and implement strategies to support students in transitional courses to achieve their educational goals.
  - a. Investigate and implement alternate methods for delivering transitional courses.
  - b. Evaluate the effectiveness of transitional programs such as KeyTrain.
  - c. Develop and implement processes that encourage students taking transitional courses to systematically interact with mentors and tutors.

**GOAL #2: Access to Higher Education – To provide access to affordable comprehensive, community, and technical college education.**

1. Examine and develop programs that are relevant to student needs and economic growth.
  - a. Review program offerings and revise to address economic growth.
  - b. Support and promote the identified Centers of Excellence: Teacher Education, Nursing, Technology Training, Multimedia, Aviation Maintenance, Business Administration & Computer Tech Training, Arkansas Fire Training Academy, Arkansas Environmental Academy, Workforce Development
  - c. Pursue funds to construct and equip a Model Manufacturing Building.
2. Strengthen partnerships with public school to enhance the high school concurrent credit program.
  - a. Adhere to National Alliance of Concurrent Enrollment Partnerships (NACEP) guidelines to provide college faculty/high school faculty professional development.
  - b. Adhere to NACEP guidelines concerning the alignment of high school courses to college courses within the College's Concurrent Credit Program offerings.
  - c. Continue and enhance interaction among college administrators and high school administrators to address issues relating to the College's Concurrent Credit Program.
3. Develop strategies to reduce financial burdens for students.
  - a. Monitor tuition and fees to ensure the generation of sufficient resources but to also accommodate student access to the College.
  - b. Continue to development sources of financial aid to assist students.
  - c. Continue to develop and enhance programs to educate prospective students about financial aid options at the College.
  - d. Ensure equitable allocation of scholarship funds by becoming actively involved in the establishment of policies and procedures for the distribution of the proceeds from the impending State lottery.
4. Continue to develop partnerships to support literacy to better prepare students to be successful in college.
  - a. Partner with the Camden Area Boys and Girls Club to develop an after-hours secondary school program.
  - b. Partner with the Ouachita County Area Rock 'N Read Program to provide books to each child born in Ouachita County for the first five years of his/her life.
  - c. Continue the partnership with the News in Education program to provide the *Camden News* to area schools.
  - d. Investigate strategies to revitalize the area Literacy Council.

**GOAL #3: Quality Programs – To deliver relevant, high-quality instruction, programs, and services that meet the changing needs of students and society.**

1. Continue the development of a comprehensive institutional effectiveness program by maintaining accreditation through AQIP.
  - a. Through the development of the College's System Portfolio, identify and address performance indicators leading to institutional effectiveness.
  - b. Continue to encourage campus-wide participation in the identification and implementation of future Action Projects.
2. Assess and enhance the quality of academic programs.
  - a. Implement the newly revised Arkansas Department of Higher Education's Academic Program Review Process.
  - b. Continue and enhance the use of program advisory committees for all technical programs.
3. Continue to develop, evaluate, and improve services to respond to the needs of students and other customers in the College's service area.
  - a. Seek funding sources for additional student housing.
  - b. Seek grant funds to provide services for underprepared, low socioeconomic, first generation students.
  - c. Investigate the feasibility of outsourcing the bookstore operations.
  - d. Create a physical and technological environment that supports learning.
  - e. Promote awareness and knowledge of programs and services the College has to offer.

**GOAL #4: Accountability and Institutional Effectiveness – To make effectiveness, transparency, and accountability the hallmarks of all the College's activities.**

1. Promote a supportive learning and working environment where all voices are heard and valued.
  - a. Foster and promote the importance of faculty and staff organizations as a means of providing input in decision-making and as a means of disseminating relevant information to employees.
  - b. Continue to sponsor the *Chancellor's Brown Bag* lunch with employees and the *Chancellor's Picnic* lunch with students as opportunities for dialogue about issues relating to employees/students.
  - c. Continue to support the Administrative Council, which includes representatives from the faculty and staff organizations, as a means of employee participation in decision-making.
  - d. Communicate effectively through the timely dissemination of information to faculty, staff, and students and to other constituents of the College.
  - e. Develop a formal process for students to provide input/feedback in College operations.
2. Provide responsible stewardship for the effective management of the College's financial, human, and physical resources.
  - a. Continue to enhance the human resources orientation program and other human resources support services.
  - b. Develop and implement an internal position audit process modeled from the State position audit program.
  - c. Continue to comply with state and federal guidelines relevant to financial management.
  - d. Foster and promote compliance with College policies regarding stewardship of campus assets.
  - e. Periodically, review and revise the facility/equipment use policies, and advise employees of the policies on a regular basis.
3. Develop processes to systematically evaluate and address the College's risk and liability.
  - a. Research best practices for risk management and stay abreast of current risk management issues through involvement in State Organization of Risk Management (S.T.O.R.M.).
  - b. Enhance and expand the College's risk management tools to include the Vice Chancellors Council.
  - c. Enhance employee training on risk and liability to include issues such as environmental control, labor laws, freedom of information, etc.
  - d. Develop a written disaster recovery plan and an emergency management plan.

**GOAL #5: Resource Development (Human/Financial/Physical) – To seek financial, physical, and human resources to support the development and ongoing improvement of the College's programs and services.**

1. Develop and maintain a workforce of quality, diverse faculty and staff who can provide adequate support for students at all educational levels.
  - a. Continue to provide and emphasize the importance of professional development and recertification opportunities for faculty and staff.
  - b. Develop strategies to enhance the diversity of the faculty and staff to reflect the College's service area.
2. Assess and identify the need for additional facilities (on and off campus), the necessity for existing facilities improvement, and need for grounds beautification and maintenance in order to support the mission of the College.
  - a. Develop a facilities master plan, which includes proposed new facilities, proposed remodeling of facilities, and proposed campus beautification projects.
  - b. Promote the facilities master plan among the College's constituents.
3. Examine and evaluate revenue sources to optimize the College's financial resources.
  - a. Maximize state and federal funds through the annual budgeting process.
  - b. Explore and pursue alternate funding sources.
  - c. Examine fees and fee structure on a regular basis.
  - d. Strengthen the College's relationship with the Foundation and enhance its supporting role of the College.



**GOAL #6: Partnerships, Collaborative Efforts, and Workforce and Economic Development – To develop partnerships to provide continuing education, community services, and workforce training to address the economic development needs of the College's constituencies.**

1. Become a significant contributor toward economic development and workforce development in the region.
  - a. Maintain and enhance partnerships with economic development agencies within the College's service area and throughout the state.
  - b. Continue and expand non-credit programs to meet the needs of business and industry within the College's service area.
  - c. Maintain and enhance relationships with workforce training consortiums.
2. Expand community service and education through outreach programs and cultural activities.
  - a. Enhance and support community cultural activities.
  - b. Revitalize the College's community education program and provide facilities in downtown Camden for community education activities.
  - c. Expand the College's community education program to other communities within the College's service area.

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  - d. Investigate the feasibility of alternate delivery methods such as webcasts and hybrid courses.
  - e. Review and enhance retention strategies to increase the number of students persisting to a certificate or degree.
2. Continue to enhance the College's assessment of student learning model to improve student success.
  - a. Support college personnel's attendance to relevant assessment conferences, workshops, NCA meetings, etc. which will help maintain the focus on the College's assessment of student learning program and use assessment results to enhance programs.
  - b. Develop a process to share assessment results and to systematically use assessment results to improve student learning.
  - c. Continue to utilize the TracDat software to support the College's assessment plan and to facilitate the use of assessment data for planning and improvement.
3. Provide a positive and rewarding college experience through a variety of activities and cultural events.
  - a. Improve on-campus life by continuing and expanding diverse cultural and student life events.
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  - c. Continue to develop Memorandums of Understanding (MOUs) with other institutions.
  - d. Develop and implement career planning and job placement services and monitor and track their effectiveness.
7. Develop and implement strategies to support students in transitional courses to achieve their educational goals.
  - a. Investigate and implement alternate methods for delivering transitional courses.
  - b. Evaluate the effectiveness of transitional programs to meet the requirements of Arkansas Act 971.
  - c. Develop and implement processes that encourage students taking transitional courses to systematically interact with mentors and tutors.

**GOAL #2: Access to Higher Education – To provide access to affordable comprehensive, community, and technical college education.**

1. Examine and develop programs that are relevant to student needs and economic growth.
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  - c. Continue the partnership with the News in Education program to provide the *Camden News* to area schools.
  - d. Continue the partnership with the area Literacy Council.

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  - b. Continue to encourage campus-wide participation in the identification and implementation of future Action Projects.
2. Assess and enhance the quality of academic programs.
  - a. Comply with the Arkansas Department of Higher Education's Academic Program Review Process.
  - b. Continue and enhance the use of program advisory committees for all technical programs.
3. Continue to develop, evaluate, and improve services to respond to the needs of students and other customers in the College's service area.
  - a. Seek funding sources for additional student housing.
  - b. Seek grant funds to provide services for underprepared, low socioeconomic, first generation students.
  - c. Investigate the feasibility of outsourcing the bookstore operations.
  - d. Continue to support and enhance a physical and technological environment that supports learning.
  - e. Promote awareness and knowledge of programs and services the College has to offer.

**GOAL #4: Accountability and Institutional Effectiveness – To make effectiveness, transparency, and accountability the hallmarks of all the College's activities.**

1. Promote a supportive learning and working environment where all voices are heard and valued.
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  - b. Continue to sponsor the *Chancellor's Brown Bag* lunch with employees and the *Chancellor's Social* with students as opportunities for dialogue about issues relating to employees/students.
  - c. Continue to support the Administrative Council, which includes representatives from the faculty and staff organizations, as a means of employee participation in decision-making.
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  - a. Maximize state and federal funds through the annual budgeting process.
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1. Become a significant contributor toward economic development and workforce development in the region.
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  - c. Maintain and enhance relationships with workforce training consortiums.
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  - a. Enhance and support community cultural activities.
  - b. Revitalize the College's community education program and provide facilities in downtown Camden for community education activities.
  - c. Expand the College's community education program to other communities within the College's service area.

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1. Grow and sustain on-campus enrollment as well as enrollment through alternate delivery methods.
  - a. Review and enhance recruiting activities to promote on-campus enrollment.

Reorganized the recruiting area and reclassified personnel and assigned more recruiting responsibilities and expanded recruiting area; engaged Ambassadors in recruiting activities; focused on minority recruiting.
  - b. Explore flexible schedules for course offerings to accommodate the needs of students.

Keep this as an action step.
  - c. Assess current online offerings and if the need is present augment current offerings with new, relevant programs and/or courses.

In Spring 2011, Internet Course Curriculum Committee assigned each instructor teaching Internet courses two courses to review and review according to established standards, and during the Fall 2011, the committee will review these courses to determine if they meet standards.
  - d. Investigate the feasibility of alternate delivery methods such as webcasts and hybrid courses.

Piloted one hybrid course in the Spring 2011 semester and one in the Summer I 2011 spring semester.
  - e. Review and enhance retention strategies to increase the number of students persisting to a certificate or degree.

One AQIP Action Project focused on retention and several strategies resulted from this project; the tutor center was established; increased the number of New Student Orientation sessions and reduced the class size; focused on minority retention.
  - f. Promote awareness and knowledge of programs and services the College has to offer.

Continue to promote the college through various media channels.
2. Continue to enhance the College's assessment of student learning model to improve student success.
  - a. Support college personnel's attendance to relevant assessment conferences, workshops, NCA meetings, etc. which will help maintain the focus on the College's assessment of student learning program and use assessment results to enhance programs.

College personnel attended NCA annual meetings, attended Arkansas Association for the Assessment of Collegiate Learning; line-item budget in annual operating budget for assessment activities.

Highlight Code

Responses to objectives in yellow

New objectives green

- b. Develop a process to share assessment results and to systematically use assessment results to improve student learning.  
  
The Assessment Committee reviews assessment results and shares it with the faculty during the assessment meeting during convocation.
- c. Continue to utilize the TracDat software to support the College's assessment plan and to facilitate the use of assessment data for planning and improvement.  
  
Provided training for all full-time faculty and faculty entered their assessment data in the software for the Spring 2011 semester.
- 3. Provide a positive and rewarding college experience through a variety of activities and cultural events.
  - a. Improve on-campus life by continuing and expanding diverse cultural and student life events.  
  
Spring Flings and Black History events continue to grow; Noon Symposium; poetry week at the LRC; in the infant planning stages of a student life center.
  - b. Increase extracurricular options that enhance student engagement with the College.  
  
PBL students compete at conventions; students participate in SKILLS USA competition; multi media student obtain real world, hands-on experiences by working with industry in internship type positions; Cisco Networking Academy students participate in Cisco NetRiders Post-Secondary Skills Challenge competition; nursing students participate in community health events; Aviation Club students attend seminars and participate in aviation events.
- 4. Advance student achievement through counseling, advising, mentoring, and tutoring.
  - a. Continue to seek innovative student success support services.  
  
Keep this as an action step.
  - b. Review and enhance the College's mentoring program.  
  
The Mentoring Program includes volunteer mentors from the staff; faculty have specific office hours to mentor students.
  - c. Establish a tutoring center to assist under-prepared students to achieve academic success.  
  
Established a tutoring center using Perkins Funds. Over the next two years will phase out the use of Perkins Funds to 100% college support of the tutoring center.
  - d. Develop a process to evaluate the effectiveness of student support services.  
  
Keep this as an action step.
  - e. Explore online tutoring and financial advising options for students.

5. Facilitate the transition of students into the College.
  - a. Foster relationships with high school students participating in the Career Academy and the Concurrent Credit Program to improve the transition of those students to the College.

Redesigned the program so students may enroll in CPs; Bearden pilot program for students to take traditional college courses; expand the Bearden model to other schools.
  - b. Foster relationships with students who are eligible for supporting programs such as Career Pathways and Adult Education to enhance their ability to achieve academic success.

Acquired the Magnolia/Columbia County Adult Education program; relocated the Career Pathways office and Ouachita County Adult Education office to the Uptown Center.
  - c. Review and enhance the orientation process for non-traditional students.

Conducted dislocated workers sessions during the semester.
  - d. Continue to provide and expand opportunities for prospective students to participate in on-campus activities and events designed to showcase the College and its programs.

Held events such as Expo, and College Day; multi-media, and welding events; events at the Texarkana Area Vocational Center; invited high school student to attend noon symposium.
6. Facilitate the transition of students from the College, either to SAU Magnolia (or other higher learning institutions) or into the workforce.
  - a. Develop and implement processes to increase the transfer rate for students attaining an associate degree from the College.

Invited 4-year intuitions to participate in the transfer fair in the spring.
  - b. Pursue scholarship opportunities for students transferring from SAUT to other colleges.

Increase in the number of scholarships to students attending SAUTM.
  - c. Continue to develop Memorandums of Understanding (MOUs) with other institutions.

Such MOUs include defense aerospace consortium, the SWACC, agreement with SAUM to provide housing for welding academy students.
  - d. Develop and implement career planning and job placement services and monitor and track their effectiveness.

Career Pathways tracks placements of their clients; the gainful employment regulations will require disclosure of placement for career readiness programs.
7. Develop and implement strategies to support students in transitional courses to achieve their educational goals.

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Highlight Code

Responses to objectives in yellow

New objectives green

- a. Investigate and implement alternate methods for delivering transitional courses.

SAUT employees serve on state-wide committees to review transitional courses.

- b. Evaluate the effectiveness of transitional programs to meet the requirements of Arkansas Act 971.

Administer placement tests and diagnostic test; administer post test for highest level of transitional courses.

- c. Develop and implement processes that encourage students taking transitional courses to systematically interact with mentors and tutors.

Faculty identify students in distress and require them to visit the tutoring center.

**GOAL #2: Access to Higher Education – To provide access to affordable comprehensive, community, and technical college education.**

1. Examine and develop programs that are relevant to student needs and economic growth.
  - a. Review program offerings and revise to address economic growth.

Revised Manufacturing Program to more of an engineering program; initiated the Welding Academy; expanded the Allied Health program; revamped some of the Career Academy courses to transition to college programs.
  - b. Support and promote the identified Centers of Excellence.

The Vice Chancellor for Academic Affairs will work with faculty to development criteria for the nomination and selection of programs to be identified as a Center of Excellence.
2. Strengthen partnerships with public school to enhance the high school concurrent credit program.
  - a. Adhere to National Alliance of Concurrent Enrollment Partnerships (NACEP) guidelines to provide college faculty/high school faculty professional development.

Continuing to adhere to NACEP guidelines.
  - b. Adhere to NACEP guidelines concerning the alignment of high school courses to college courses within the College's Concurrent Credit Program offerings.

Continuing to adhere to NACEP guidelines.
  - c. Continue and enhance interaction among college administrators and high school administrators to address issues relating to the College's Concurrent Credit Program.

Director of this program makes regular visits to high school administrators.
3. Develop strategies to reduce financial burdens for students.
  - a. Monitor tuition and fees to ensure the generation of sufficient resources but to also accommodate student access to the College.

SAUT's tuition is tied to SAUM's tuition; administrators review the tuition annually; compare SAUT's tuition to other 2-year institutions in the state.
  - b. Continue to seek sources of financial aid to assist students.

Increase in number of students receiving PELL and student loans; revamped the scholarship program; requested more work study funds; participate in direct lending program.
  - c. Continue to develop and enhance programs to educate prospective students about financial aid options at the College.

Conducted financial aid workshops at area high schools; review financial aid options during student orientation; SAUT is a College Goal Sunday site; provide links to financial options on the college's website.

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Highlight Code

Responses to objectives in yellow

New objectives green

4. Continue to develop partnerships to support literacy to better prepare students to be successful in college.

- a. Continue the partnership with the Ouachita County Area Rock 'N Read Program to provide books to each child born in Ouachita County for the first five years of his/her life.

SAUT employee serves as chair of this organization; there is a Rock 'N Read Program page on the college's website with information about the program and links to enroll a child.

- b. Continue the partnership with the News in Education program to provide the *Camden News* to area schools.

This is a continuing project.

- c. Continue the partnership with the area Literacy Council.

This is a continuing project.



**GOAL #3: Quality Programs – To deliver relevant, high-quality instruction, programs, and services that meet the changing needs of students and society.**

1. Continue the development of a comprehensive institutional effectiveness program by maintaining accreditation through AQIP.
  - a. Through the development of the College's System Portfolio, identify and address performance indicators leading to institutional effectiveness.

Completed the portfolio and submitted by the June 1, 2011 deadline. Action Projects will stem from the readers' comments.
  - b. Continue to encourage campus-wide participation in the identification and implementation of future Action Projects.

Ongoing process.
2. Assess and enhance the quality of academic programs.
  - a. Comply with the Arkansas Department of Higher Education's Academic Program Review Process.

Developed and submitted to ADHE a 10-year program review schedule.
  - b. Continue and enhance the use of program advisory committees for all technical programs.

Review and revamp as necessary the advisory committees for the technical program and establish meeting schedules for each committee.
3. Continue to develop, evaluate, and improve services to respond to the needs of students and other customers in the College's service area.
  - a. Seek funding sources for additional student housing.

This is an ongoing process.
  - b. Seek grant funds to provide services for underprepared, low socioeconomic, first generation students.

The college applied for many grants and is waiting for award status.
  - c. Investigate the feasibility of outsourcing the bookstore operations.

This is an ongoing process.
  - d. Continue to support and enhance a physical and technological environment that supports learning.

The college is an ARE-ON project partner; exploring partnership with SATCo.

**GOAL #4: Accountability and Institutional Effectiveness – To make effectiveness, transparency, and accountability the hallmarks of all the College's activities.**

1. Promote a supportive learning and working environment where all voices are heard and valued.

- a. Foster and promote the importance of faculty and staff organizations as a means of providing input in decision-making and as a means of disseminating relevant information to employees.

Liaisons from these groups continue to meet with the Chancellor to express ideas and views concerning decision-making processes.

- b. Continue to sponsor the *Chancellor's Brown Bag* lunch with employees and the *Chancellor's Social* with students as opportunities for dialogue about issues relating to employees/students.

This is an ongoing process.

- c. Continue to support the Administrative Council, which includes representatives from the faculty and staff organizations, as a means of employee participation in decision-making.

This is an ongoing process.

- d. Communicate effectively through the timely dissemination of information to faculty, staff, and students and to other constituents of the College.

Keep this as an action step.

- e. Develop a formal process for students to provide input/feedback in College operations.

Dedicated an email box for student suggestions; put an open-ended form on the college website for student to provide suggestions; investigating Ambassador involvement in this project.

2. Provide responsible stewardship for the effective management of the College's financial, human, and physical resources.

- a. Continue to enhance the human resources orientation program and other human resources support services.

Added items to the employee orientation program; revised job descriptions; conduct extensive background checks on perspective employees; augmented the sexual harassment software training program; provided funds for classified staff training.

- b. Continue to comply with state and federal guidelines relevant to financial management.

This is an ongoing process; audit reports indicate compliance.

- c. Foster and promote compliance with College policies regarding stewardship of campus assets.

This is an ongoing process.

Highlight Code

Responses to objectives in yellow

New objectives green

- d. Periodically, review and revise the facility/equipment use policies, and advise employees of the policies on a regular basis.

This is an ongoing process.

3. Develop processes to systematically evaluate and address the College's risk and liability.

- a. Research best practices for risk management and stay abreast of current risk management issues through involvement in State Organization of Risk Management (S.T.O.R.M.).

VC for Finance and Administration is a member of this group, and VCFA apprises the Chancellor's Vice Chancellors Council of risk management issues; receives best practices from NACUBO and SACUBO and have implemented orientation processes as a result of best practices.

- b. Enhance and expand the College's risk management tools to include the Vice Chancellors Council.

Keep this as an action step.

- c. Enhance employee training on risk and liability to include issues such as environmental control, labor laws, freedom of information, etc.

Developed Health & Safety manual; enhanced training through professional development; provided FOI training; HR personnel attended meetings/training session at OPM.

- d. Develop a written disaster recovery plan and an emergency management plan.

In the final stages of completing emergency management plan; working with DIS to develop a disaster recovery plan.

**GOAL #5: Resource Development (Human/Financial/Physical) – To seek financial, physical, and human resources to support the development and ongoing improvement of the College's programs and services.**

1. Develop and maintain a workforce of quality, diverse faculty and staff who can provide adequate support for students at all educational levels.
  - a. Continue to provide and emphasize the importance of professional development and recertification opportunities for faculty and staff.

Faculty acquire/maintain licenses/certifications in subject area; budgeted professional development funds through departmental budgets and faculty senate; provided administrator/faculty salary incentives for acquiring higher level degrees; professional development addressed through annual evaluations.
  - b. Develop strategies to enhance the diversity of the faculty and staff to reflect the College's service area.

Tracked/reported through the minority recruitment and retention plan/report and through HR's affirmative report; advertised openings in minority focused publications.
2. Assess and identify the need for additional facilities (on and off campus), the necessity for existing facilities improvement, and need for grounds beautification and maintenance in order to support the mission of the College.
  - a. Develop a facilities master plan, which includes proposed new facilities, proposed remodeling of facilities, and proposed campus beautification projects.

Through and Action Project developed a process to request remodeling and maintenance services for facilities; sought advice of landscape architect for guidance in building and maintaining the campus landscape; engaged the services of an on-call architect.
  - b. Promote the facilities master plan among the College's constituents.

Keep this as an action step.
3. Examine and evaluate revenue sources to optimize the College's financial resources.
  - a. Maximize state and federal funds through the annual budgeting process.

This is an ongoing process.
  - b. Explore and pursue alternate funding sources.

Applied for grants; partnered with Department of Workforce Services to remodel the Uptown Center; received grant to build walking trail.
  - c. Examine fee structure on a regular basis.

This is an ongoing process.

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Responses to objectives in yellow

New objectives green

- d. Strengthen the College's relationship with the Foundation and enhance its supporting role of the College.

Foundation provided funds to purchase land, to purchase benches for the walking trail; to purchase equipment for the technology camp; and to provide scholarships to students.

**GOAL #6: Partnerships, Collaborative Efforts, and Workforce and Economic Development – To develop partnerships to provide continuing education, community services, and workforce training to address the economic development needs of the College's constituencies.**

1. Become a significant contributor toward economic development and workforce development in the region.

- a. Maintain and enhance partnerships with economic development agencies within the College's service area and throughout the state.

Partnered with Department of Workforce Services; provided dislocated worker seminars for several area industries; developed the Career Readiness Center.

- b. Continue and expand non-credit programs to meet the needs of business and industry within the College's service area.

Expanded some services to Fordyce.

- c. Maintain and enhance relationships with workforce training consortiums.

Maintained relationships with COBTIC, SSBITC, and AATYC Workforce consortium.

2. Expand community service and education through outreach programs and cultural activities.

- a. Enhance and support community cultural activities.

Provided events such as Black History activities and Distinguished Speaker Series; co-sponsored the Community Concert Series, Daffodil Festival, and Barn Sale.

- b. Continue to provide the College's community education program and provide facilities in downtown Camden for community education activities.

Expanded program offerings.

- c. Expand the College's community education program to other communities within the College's service area.

Keep this as an action project.

### **ENVIRONMENTAL & INSTITUTIONAL TRENDS**

- Increasing employer emphasis on competencies and skill sets.
- Increasing demand for personalized education and support services.
- Increasing competition for students from traditional and proprietary education providers.
- Continued globalization driven by an accelerated rate of technological change.
- Diminishing ability of students to pay the rising cost of education.
- Increasing competition for employees.
- Increasing emphasis on environmental concerns.
- Increasing diverse population.
- Increasing baby-boom retirees.
- Rapid increase in costly technology and its effect on the delivery of technical education.
- Increasing requirement for accountability including program review, quality of programs, and quality assurance.
- Increasing challenge to sustaining and expanding operations due to rising energy costs.
- Increasing costs and rising concerns of campus security.
- Increasing role of two-year colleges in economic and community development.
- Increasing transportation-related expenses affecting students and employees.

### **SAU TECH'S VISION**

Leading Arkansas in Economic and Educational Transformation

### **SAU TECH'S VALUES**

- Every employee and his/her contribution to the institution.
- Each person served or seeking service.
- Personal and professional honesty and integrity.
- The trust and confidence placed in us by our constituencies.
- A caring, learning environment that promotes access, scholarship, innovation, and the success of all students.
- A climate that reflects a deep appreciation and acceptance of diversity.
- Accountability on all levels that is reflected in wise stewardship of public resources.
- Collaborative and cooperative partnerships that improve the quality of life for those served.
- Innovation and the ability to meet the changing needs of our constituencies.
- The history of SAU Tech and its contributions.

### **SAU TECH'S MISSION**

Southern Arkansas University Tech is a two-year college emphasizing technical education. The College is committed to providing quality educational programs delivered through various technologies and methodologies to meet the needs of its constituencies. The College accomplishes its mission through technical career programs, transfer curricula, continuing education, workforce education, transitional education, and administrative, student, and community services.

**GOAL #1:**

**Student Success – To provide every student the opportunity to acquire the knowledge and abilities to lead a fulfilled life as a learner, a citizen, and a member of the workforce.**

1. Grow and sustain on-campus enrollment as well as enrollment through alternate delivery methods.
2. Continue to enhance the College's assessment of student learning model to improve student success.
3. Provide a positive and rewarding college experience through a variety of activities and cultural events.
4. Advance student achievement through counseling, advising, mentoring, and tutoring.
5. Facilitate the transition of students into the College.
6. Facilitate the transition of students from the College to other higher learning institutions or into the workforce.
7. Develop and implement strategies to support students in transitional courses to achieve their educational goals.

**GOAL #2: Access to Higher Education – To provide access to affordable comprehensive, community, and technical college education.**

1. Examine and develop programs that are relevant to student needs and economic growth.
2. Strengthen partnerships with public school to enhance the high school concurrent credit program.
3. Develop strategies to reduce financial burdens for students.
4. Continue to develop partnerships to support literacy to better prepare students to be successful in college.

**GOAL #3: Quality Programs – To deliver relevant, high-quality instruction, programs, and services that meet the changing needs of students and society.**

1. Continue the development of a comprehensive institutional effectiveness program by maintaining accreditation through AQIP.
2. Assess and enhance the quality of academic programs.
3. Continue to develop, evaluate, and improve services to respond to the needs of students and other customers in the College's service area.

**GOAL #4: Accountability and Institutional Effectiveness – To make effectiveness, transparency, and accountability the hallmarks of all the College's activities.**

1. Promote a supportive learning and working environment where all voices are heard and valued.



2. Provide responsible stewardship for the effective management of the College's financial, human, and physical resources.
3. Develop processes to systematically evaluate and address the College's risk and liability.

**GOAL #5: Resource Development (Human/Financial/Physical) – To seek financial, physical, and human resources to support the development and ongoing improvement of the College's programs and services.**

1. Develop and maintain a workforce of quality, diverse faculty and staff who can provide adequate support for students at all educational levels.
2. Assess and identify the need for additional facilities (on and off campus), the necessity for existing facilities improvement, and need for grounds beautification and maintenance in order to support the mission of the College.
3. Examine and evaluate revenue sources to optimize the College's financial resources.

**GOAL #6: Partnerships, Collaborative Efforts, and Workforce and Economic Development – To develop partnerships to provide continuing education, community services, and workforce training to address the economic development needs of the College's constituencies.**

1. Become a significant contributor toward economic development and workforce development in the region.
2. Expand community service and education through outreach programs and cultural activities.

(See Strategic Plan Report 2012 for a detail report of the college's accomplishment of goals and objectives.)

### **ENVIRONMENTAL & INSTITUTIONAL TRENDS**

- Increasing employer emphasis on competencies and skill sets.
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- Rapid increase in costly technology and its effect on the delivery of technical education.
- Increasing requirement for accountability including program review, quality of programs, and quality assurance.
- Increasing challenge to sustaining and expanding operations due to rising energy costs.
- Increasing costs and rising concerns of campus security.
- Increasing role of two-year colleges in economic and community development.
- Increasing transportation-related expenses affecting students and employees.
- Increasing and uncertainty of health-care costs.
- Diminishing perception of the value of higher education at state and federal levels.
- Shrinking population base in service area for two-year colleges affects student pool and state funding.

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Leading Arkansas in Economic and Educational Transformation

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**GOAL #1: Student Success – To provide every student the opportunity to acquire knowledge and skills through relevant, high-quality instruction, programs, and services.**

1. Advance student achievement through relevant academic and student support services.
2. Continue to enhance the College's assessment of student learning model to improve student success.
3. Develop, evaluate, and improve services to respond to the needs of student through a variety of activities and cultural events.
4. Facilitate the transition of students from the College, either to other higher learning institutions or into the workforce.
5. Continue the development of a comprehensive institutional effectiveness program and quality academic programs by maintaining accreditation through AQIP.

**GOAL #2: Access to Higher Education – To increase the College's core enrollment.**

1. Examine and develop programs that are relevant to student needs and economic growth.
2. Strengthen partnerships with public schools to enhance the high school concurrent credit program.
3. Facilitate the transition of students into the College.
4. Develop strategies to address affordability and reduce financial burdens for students.
5. Continue to develop partnerships to support literacy to better prepare students to be successful in college.

**GOAL #3: Resource Development, Institutional Effectiveness, and Accountability– To seek financial, physical, and human resources and efficiently manage these resources through transparency and accountability.**

1. Develop and maintain a workforce of quality, diverse faculty and staff who can provide adequate support for students' at all educational levels.
2. Seek, examine, and evaluate revenue sources and provide responsible stewardship for the effective management of the College's resources.
3. Assess and identify the need for additional facilities (on and off campus), the necessity for existing facilities improvement, and the need for grounds beautification and maintenance.
4. Through evaluation of the College's internal controls and compliance with federal and state regulations, develop processes to systematically identify and manage potential and perceived risks involved in all college programs and events.

**GOAL #4: Partnerships, Collaborative Efforts, and Workforce and Economic Development – To develop partnerships to provide continuing education, community services, and workforce training to address the economic development needs of the College's constituencies.**

1. Become a significant contributor toward economic development and workforce development in the region.
2. Expand community service and education through outreach programs and cultural activities.

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**GOAL #1: Student Success – To provide every student the opportunity to acquire knowledge and skills through relevant, high-quality instruction, programs, and services.**

1. Advance student achievement through relevant academic and student support services.
2. Continue to enhance the College's assessment of student learning model to improve student success.
3. Develop, evaluate, and improve services to respond to the needs of student through a variety of activities and cultural events.
4. Facilitate the transition of students from the College, either to other higher learning institutions or into the workforce.
5. Continue the development of a comprehensive institutional effectiveness program and quality academic programs by maintaining accreditation through AQIP.

Departmental Goals Related to Strategic Goal 1:

- Academic Affairs: Goal 1: Identify, maintain, and enhance excellent and distinctive academic programs that are responsive to changing student and service area economic/workforce needs.
- Academic Affairs: Goal 2: Foster external non-credit programs and partnerships that address the educational, social, cultural, and economic development needs of the college's service area
- Academic Affairs: Goal 3: Serve as a liaison between the College's credit and non-credit programs and the college, community, service region, and state.
- Adult Education: Goal 1: Provide individuals in Calhoun, Cleveland, Columbia, Dallas, and Ouachita Counties basic academic skill preparation in reading, writing, and language.
- Adult Education: Goal 3: Provide technology based instruction and basic computer literacy to individuals in Calhoun, Cleveland, Columbia, Dallas, and Ouachita Counties.
- Allied Health: Goal 1: Recruit prospective program candidates and mentor those who do not meet entrance requirements.
- Allied Health: Goal 2: Enhance student retention and success within the practical nursing program.
- Allied Health: Goal 3: Prepare practical nursing program students for success on the NCLEX-PN and for a career in a diverse licensed practical nursing career world.
- Enrollment Services: Goal 1: The goal of Admissions is to provide feedback to applicants regarding their admissions status and to provide information directly to prospective students.
- Enrollment Services: Goal 2: The goal of academic advising and counseling is to facilitate student success by providing comprehensive academic advising and promoting student learning among SAU Tech students.
- Enrollment Services: Goal 3: Provide testing services.
- Financial Aid: Goal 1: Provide customer service assistance to students seeking financial resources to pursue their educational goals.
- Information Technology Services: Goal 1: Provide technical support to the college faculty in order to meet the educational needs of the students.
- Information Technology Services: Goal 2: Provide technical support to the college as it relates to microcomputer hardware and software.
- Information Technology Services: Goal 3: Provide the needed computer resources by which all students can achieve their educational goals.
- LRC: Goal 1: Collections & Access: Develop, create, maintain, organize, and preserve the print, non-print and digital SAU Tech library collections and provide barrier-free access to them and the wider world of information through state of the art technology.
- LRC: Goal 2: Instruction & Services: Promote information literacy throughout the academic community by teaching users to find, evaluate, and make intelligent use of information

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resources while developing services that engage students and builds relationships with library staff.

- Student Life: Goal 3: Promote growth of student participation in student activities and related activity facilities.
- Technology Program: Goal 1: Provide programs that will allow students the opportunity to succeed in their chosen fields of employment.
- Technology Program: Goal 2: Provide students in all technology programs with adequate hands-on experiences and training with equipment equivalent to that used in industry.
- Transitional Studies: Goal 1: The Division will ensure operational support to maximize student opportunities and improve academic success.
- Transitional Studies: Goal 2: The Division will enhance the ability of developmental students to complete their program of study as quickly as possible.
- Transitional Studies: Goal 3: Increase the retention rate in developmental studies.
- Web-Based Learning: Goal 1: Improve online course design to enhance student learning experience.
- Web-Based Learning: Goal 2: Prepare students for their online learning experience.
- Web-Based Learning: Goal 3: Provide support services to students and faculty for online courses.

**GOAL #2: Access to Higher Education – To increase the College's core enrollment.**

1. Examine and develop programs that are relevant to student needs and economic growth through the implementation of the Core Growth Enrollment Plan.
2. Strengthen partnerships with public schools to enhance the high school concurrent credit program.
3. Facilitate the transition of students into the College.
4. Develop strategies to address affordability and reduce financial burdens for students.
5. Continue to develop partnerships to support literacy to better prepare students to be successful in college.

Departmental Goals Related to Strategic Goal 2:

- Academic Affairs: Goal 1: Identify, maintain, and enhance excellent and distinctive academic programs that are responsive to changing student and service area economic/workforce needs.
- Academic Affairs: Goal 2: Foster external non-credit programs and partnerships that address the educational, social, cultural, and economic development needs of the college's service area
- Academic Affairs: Goal 3: Serve as a liaison between the College's credit and non-credit programs and the college, community, service region, and state.
- Adult Education: Goal 1: Provide individuals in Calhoun, Cleveland, Columbia, Dallas, and Ouachita Counties basic academic skill preparation in reading, writing, and language.
- Adult Education: Goal 3: Provide technology based instruction and basic computer literacy to individuals in Calhoun, Cleveland, Columbia, Dallas, and Ouachita Counties
- AETA: Goal 1: Provide training programs on-campus, off-campus, and by Internet delivery that enable public utilities, industrial facilities, and private entities to achieve and/or maintain licensing and certifications as required by the Arkansas Department of Health and the Arkansas Department of Environmental Quality licensure programs.
- AETA: Goal 3: Provide proper fiscal and resource management enabling the Academy to provide quality programs within each operating calendar across all delivery methodologies to students statewide.

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- Business Office: Goal 3: Student Account Support - To provide student account and cashiering support so that students, faculty, and staff can accomplish their personal and organizational goals.
- Communications: Goal 1: To increase communication efforts with potential adult students from one direct mailing piece to three mailing pieces each year.
- Communications: Goal 2: To improve the functionality and usefulness of the college's website and portal to obtain a minimum of a four on a scale of one to five (1-5) with regards to the college's student opinion survey.
- Communications: Goal 3: To apply for grants that fits the college's strategic plan efforts each quarter or four times a year which will assist the college in containing costs.
- Enrollment Services: Goal 1: The goal of Admissions is to provide feedback to applicants regarding their admissions status and to provide information directly to prospective students.
- Enrollment Services: Goal 2: The goal of academic advising and counseling is to facilitate student success by providing comprehensive academic advising and promoting student learning among SAU Tech students.
- Enrollment Services: Goal 3: Provide testing services.
- Financial Aid: Goal 2: Provide support by assisting in the increase of the College's core enrollment.
- Information Technology Services: Goal 1: Provide technical support to the college faculty in order to meet the educational needs of the students.
- Information Technology Services: Goal 3: Provide the needed computer resources by which all students can achieve their educational goals.
- PAD: Goal 2: Facilitate a broad-based comprehensive program of institutional planning and assessment.
- Special Programs & Secondary Services: Goal 1: Provide concurrent and dual credit opportunities to service area secondary schools and students.
- Special Programs & Secondary Services: Goal 2: Provide secondary education and enrichment programs to service area schools, students, and parents.
- Student Life: Goal 1: Promote growth by developing and coordinating recruiting strategies that target prospective students and facilitate the process of recruiting prospective students to Southern Arkansas University Tech.
- 

**GOAL #3: Resource Development, Institutional Effectiveness, and Accountability– To seek financial, physical, and human resources and efficiently manage these resources through transparency and accountability.**

1. Develop and maintain a workforce of quality, diverse faculty and staff who can provide adequate support for students' at all educational levels.
2. Seek, examine, and evaluate revenue sources and provide responsible stewardship for the effective management of the College's resources.
3. Assess and identify the need for additional facilities (on and off campus), the necessity for existing facilities improvement, and the need for grounds beautification and maintenance.
4. Through evaluation of the College's internal controls and compliance with federal and state regulations, develop processes to systematically identify and manage potential and perceived risks involved in all college programs and events.

Departmental Goals Related to Strategic Goal 3:

- AETA: Goal 2: Work with the Arkansas Department of Health, Arkansas Department of Environmental Quality, municipal, public and private entities to provide direction for existing curriculums and additional course offerings to meet the needs of students statewide.

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- Business Office: Goal 1: Human Resources - To develop, implement, and continually improve employment and retention strategies.
- Business Office: Goal 2: Finance and Accounting - To efficiently manage the fiscal assets of the college through the proper internal controls, processes, and departmental relationships.
- Business Office: Goal 3: Student Account Support - To provide student account and cashiering support so that students, faculty, and staff can accomplish their personal and organizational goals.
- Communications: Goal 1: To increase communication efforts with potential adult students from one direct mailing piece to three mailing pieces each year.
- Communications: Goal 2: To improve the functionality and usefulness of the college's website and portal to obtain a minimum of a four on a scale of one to five (1-5) with regards to the college's student opinion survey.
- Communications: Goal 3: To apply for grants that fits the college's strategic plan efforts each quarter or four times a year which will assist the college in containing costs.
- Enrollment Services: Goal 1: The goal of Admissions is to provide feedback to applicants regarding their admissions status and to provide information directly to prospective students.
- Enrollment Services: Goal 2: The goal of academic advising and counseling is to facilitate student success by providing comprehensive academic advising and promoting student learning among SAU Tech students.
- Enrollment Services: Goal 3: Provide testing services.
- Financial Aid: Goal 3: Provide efficient administration of the Financial Aid Office within institutional, state, and federal regulations.
- Information Technology Services: Goal 1: Provide technical support to the college faculty in order to meet the educational needs of the students.
- Information Technology Services: Goal 2: Provide technical support to the college as it relates to microcomputer hardware and software.
- Information Technology Services: Goal 3: Provide the needed computer resources by which all students can achieve their educational goals.
- LRC: Goal 3: Library Staff, Facilities & Infrastructure: Recruit and develop a diverse, self-directed and friendly library staff that is committed to achieving the mission of the library and the university. Provide and maintain a library facility and infrastructure which is conducive to scholarship, research, and serious study; and which meets user, collection, and staff needs.
- PAD: Goal 1: Coordinate and prepare institutional reports and research efforts required by and associated with federal, state, and accrediting agencies.
- PAD: Goal 3: Assist the SAUT Foundation board in coordinating activities of the SAUT Foundation.
- Physical Plant: Goal 1: Safety: Provide and foster a safe environment for the campus populace and strive to achieve an accident-free work environment.
- Physical Plant: Goal 2: Customer Service: Perform all services and staff functions to meet or exceed customer expectations.
- Physical Plant: Goal 3: Strive to contain cost of Physical Plant operations.
- Student Life: Goal 2: Facilitate a plan for residential housing to provide a safe and orderly environment for housing residents and meet the demand for housing units as needed.
- Student Life: Goal 4: Be mindful of cost savings opportunities within each focus area of the Student Life Department.
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**GOAL #4: Partnerships, Collaborative Efforts, and Workforce and Economic Development – To develop partnerships to provide continuing education, community services, and workforce training to address the economic development needs of the College's constituencies.**

SAU Tech Strategic Plan  
March 14, 2014

1. Become a significant contributor toward economic development and workforce development in the region.
2. Expand community service and education through outreach programs and cultural activities.

Departmental Goals Related to Strategic Goal 4:

- Enrollment Services: Goal 1: The goal of Admissions is to provide feedback to applicants regarding their admissions status and to provide information directly to prospective students.
- Enrollment Services: Goal 2: The goal of academic advising and counseling is to facilitate student success by providing comprehensive academic advising and promoting student learning among SAU Tech students.
- Enrollment Services: Goal 3: Provide testing services.
- Special Programs & Secondary Services: Goal 3: Provide Community Enrichment Programs for the College's Service-Area Communities.
- Technology Program: Goal 3: Provide for faculty and staff development through annual evaluations, program review processes, and professional development opportunities.



### **ENVIRONMENTAL & INSTITUTIONAL TRENDS**

- Increasing employer emphasis on competencies and skill sets.
- Increasing demand for personalized education and support services.
- Increasing competition for students from traditional and proprietary education providers.
- Continued globalization driven by an accelerated rate of technological change.
- Diminishing ability of students to pay the rising cost of education.
- Increasing competition for employees.
- Increasing emphasis on environmental concerns.
- Increasing diverse population.
- Increasing baby-boom retirees.
- Rapid increase in costly technology and its effect on the delivery of technical education.
- Increasing requirement for accountability including program review, quality of programs, and quality assurance.
- Increasing challenge to sustaining and expanding operations due to rising energy costs.
- Increasing costs and rising concerns of campus security.
- Increasing role of two-year colleges in economic and community development.
- Increasing transportation-related expenses affecting students and employees.
- Increasing and uncertainty of health-care costs.
- Diminishing perception of the value of higher education at state and federal levels and among society as a whole.
- Shrinking population base in service area for two-year colleges affects student pool and state funding.

### **SAU TECH'S VISION**

Leading Arkansas in Economic and Educational Transformation

### **SAU TECH'S VALUES**

- Every employee and his/her contribution to the institution.
- Each person served or seeking service.
- Personal and professional honesty and integrity.
- The trust and confidence placed in us by our constituencies.
- A caring, learning environment that promotes access, scholarship, innovation, and the success of all students.
- A climate that reflects a deep appreciation and acceptance of diversity.
- Accountability on all levels that is reflected in wise stewardship of public resources.
- Collaborative and cooperative partnerships that improve the quality of life for those served.
- Innovation and the ability to meet the changing needs of our constituencies.
- The history of SAU Tech and its contributions.

### **SAU TECH'S MISSION**

Southern Arkansas University Tech is a two-year college emphasizing technical education. The College is committed to providing quality educational programs delivered through various technologies and methodologies to meet the needs of its constituencies. The College accomplishes its mission through technical career programs, transfer curricula, continuing education, workforce education, transitional education, and administrative, student, and community services.

**GOAL #1: Student Success – To provide every student the opportunity to acquire knowledge and skills through relevant, high-quality instruction, programs, and services.**

1. Advance student achievement through relevant academic and student support services.
2. Continue to enhance the College's assessment of student learning model to improve student success.
3. Develop, evaluate, and improve services to respond to the needs of student through a variety of activities and cultural events.
4. Facilitate the transition of students from the College, either to other higher learning institutions or into the workforce.
5. Continue the development of a comprehensive institutional effectiveness program and quality academic programs by maintaining accreditation through AQIP.

**GOAL #2: Access to Higher Education – To increase the College's core enrollment.**

1. Examine and develop programs that are relevant to student needs and economic growth through the implementation of the Core Growth Enrollment Plan.
2. Strengthen partnerships with public schools to enhance the high school concurrent credit program.
3. Facilitate the transition of students into the College.
4. Develop strategies to address affordability and reduce financial burdens for students.
5. Continue to develop partnerships to support literacy to better prepare students to be successful in college.

**GOAL #3: Resource Development, Institutional Effectiveness, and Accountability– To seek financial, physical, and human resources and efficiently manage these resources through transparency and accountability.**

1. Develop and maintain a workforce of quality, diverse faculty and staff who can provide adequate support for students' at all educational levels.
2. Seek, examine, and evaluate revenue sources and provide responsible stewardship for the effective management of the College's resources.
3. Assess and identify the need for additional facilities (on and off campus), the necessity for existing facilities improvement, and the need for grounds beautification and maintenance.
4. Through evaluation of the College's internal controls and compliance with federal and state regulations, develop processes to systematically identify and manage potential and perceived risks involved in all college programs and events.

**GOAL #4: Partnerships, Collaborative Efforts, and Workforce and Economic Development – To develop partnerships to provide continuing education, community services, and workforce training to address the economic development needs of the College's constituencies.**

1. Become a significant contributor toward economic development and workforce development in the region.
2. Expand community service and education through outreach programs and cultural activities.