

# Southern Arkansas University Tech

## 2020-2025

# Strategic Plan





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# Process Narrative

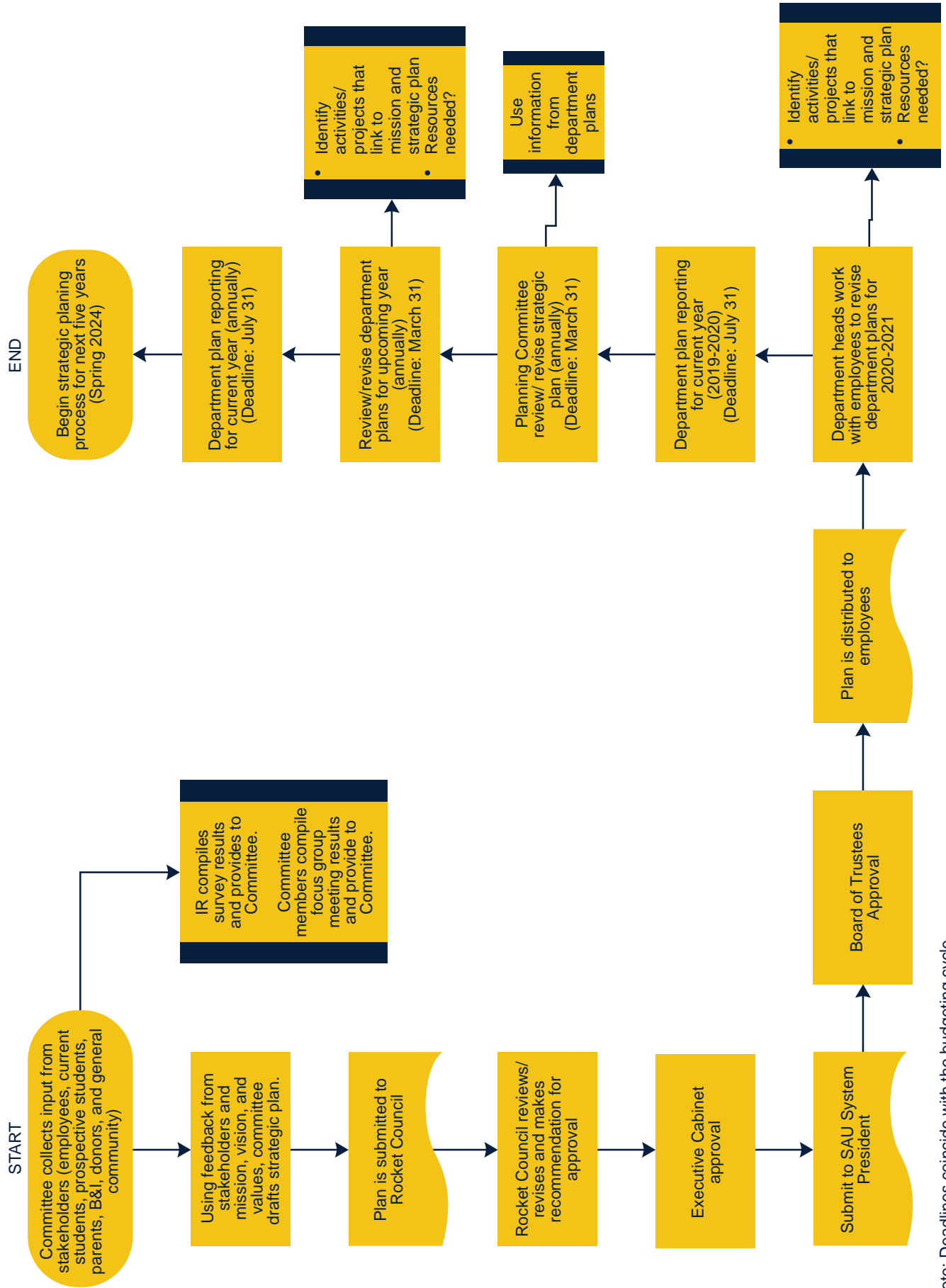
SAUT's planning process, which is led by a Chancellor appointed planning committee, is set up on a five-year cycle. The first step in the process is to review and revise the College's mission, vision, and values. Annually, the strategic plan is reviewed to evaluate progress and to determine if revisions are needed.

The 2020-2025 cycle for revising SAU Tech's mission, vision, and values kicked off when the Executive Cabinet chose "Review of the college identity" as the project for the College's strategy forum in May 2018. Upon return from the strategy forum, SAUT employees received information about the project via an AQIP blast communication (email).

During the College's fall 2018 convocation, the Vice Chancellor for Academics and Planning shared further details from the strategy forum and information about the proposed project to review the College's identity. A team (Rocket Nation Liftoff Committee) with representatives from the Faculty Senate, Classified Staff Organization, and the Administrative Staff Organization examined the College's mission, vision, and values. During March 2019, this team conducted surveys and focus group discussions and obtained feedback for the development of an updated mission, vision, and values for the College. In April 2019, the team compiled the information and used it to create the first draft of the mission, vision, and values. The draft, with minor revisions, was approved by the Rocket Council and SAUT's Executive Cabinet. It was then approved by SAU System President and subsequently by the SAU System Board of Trustees in May 2019. SAUT's Chancellor presented the new mission, vision, and values to the campus community during the College's fall 2019 convocation. The Chancellor and his wife presented t-shirts to all employees with the mission statement printed on the back.

The College's new mission, vision, and values statements are read each week at the beginning of the College's Facebook radio show-Rocket LauncherLIVE. The statement is posted on the College's main website and included in the academic catalog, student handbook, and other College publications. SAUT's current mission statement: "Southern Arkansas University Tech is a comprehensive community college that meets the educational, training, and cultural needs of the communities it serves." This statement is evident in all relationships and activities associated with SAUT. The completion of this project led directly to the revision of the strategic plan. The Chancellor appointed a strategic planning committee composed of the three vice chancellors and representatives from faculty, classified and administrative employees. The timeline is included in this plan.

# SOUTHERN ARKANSAS UNIVERSITY TECH INSTITUTIONAL PLANNING PROCESS



Note: Deadlines coincide with the budgeting cycle



# Mission & Vision Statements

## Mission Statement

Southern Arkansas University Tech is a comprehensive community college that meets the educational, training, and cultural needs of the communities it serves.

## Vision Statement

Southern Arkansas University Tech will be the preferred choice for quality education and training in the communities it serves.



# Core Values

## **S** *tudents*

supporting a diverse group of scholars that demonstrate success in educational pursuits.

## **A** *cademics*

delivering exceptional educational programs that prepare students for careers or further education.

## **U** *nity*

working together with each other, our students, and our stakeholders to achieve the goals of SAU Tech.

## **T** *rust*

acknowledging the trust and confidence placed in us by the communities we serve.

## **R** *espect*

fostering an atmosphere of acceptance and understanding of each individual.

## **O** *penness*

demonstrating transparency in all that we do as a college and as a part of our community.

## **C** *ommunication*

appreciating shared dialogue between the college and all of our stakeholders.

## **K** *nowledge*

commending the knowledge we gain from each other and the knowledge delivered within our various academic programs.

## **E** *xcellence*

encouraging individual and group achievement in all of our endeavors as a learning community.

## **T** *eamwork*

collaborating with all sectors of the college to achieve our mission.

## **S** *ervice*

promoting an environment of active involvement within the college and the community.

# Goals, Objectives, Metrics

## Goal 1: Student Access

Increase student enrollment by reducing access barriers.

### *Objectives*

- i.* Maximize student preparedness and access to post-secondary learning through innovative forms of information delivery in collaboration with industry leaders, higher education, K-12 partners, community partners, and various media forms.
- ii.* Simplify the enrollment process, policies, and communications.
- iii.* Improve the student experience by identifying and reducing access barriers for all prospective and current students.

### *Metrics/Measurements:*

- ➔ Enrollment headcount (disaggregated data)
- ➔ SSCH (disaggregated data)
- ➔ Number of applications
- ➔ Number of financial aid awards
- ➔ Number of housing applications

## Goal 2: Student Success

Increase student success through educational planning and support services.

### *Objectives*

- i.* Examine data to identify performance gaps and develop necessary interventions to meet specific student needs.
- ii.* Support effective advising to help students identify, pursue, and achieve their educational and career goals.
- iii.* Develop innovative approaches to create academic and career pathways for students to progress through pre-college coursework, college coursework, and careers and/or transfer coursework.
- iv.* Provide comprehensive supports for student's non-academic needs and student development opportunities.

### *Metrics/Measurements:*

#### Components of the Performance Funding Calculations

- ➔ Completion rates
- ➔ Progression rates
- ➔ Graduation rates
- ➔ Transfer rates
- ➔ Retention rates

# Goals, Objectives, Metrics

## Goal 3: Workforce Development/Economic Innovation

Align programs with workforce demands, student needs for transfer, and employment opportunities.

### Objectives

- i.* Promote the College as a leading provider of workforce and economic development solutions and corporate training in the area.
- ii.* Increase the percent of students who achieve job placement and/or academic transfer.
- iii.* Increase student access to work experience.
- iv.* Offer relevant, high-quality instructional programs that meet the needs of business and industry for existing and future jobs.

### *Metrics/Measurements:*

- ➔ Articulation agreements with four-year colleges & universities
- ➔ Workforce partnership agreements
- ➔ Internships
- ➔ Job placement
- ➔ Program requests
- ➔ Workforce training revenue

## Goal 4: Sustainability and Effectiveness

Build a sustainable financial model that is transparent and supports institutional priorities.

### Objectives

- i.* Develop a sustainable and transparent financial model that is effectively coordinated, accountable and driven by the institution's vision, mission, and academic priorities.
- ii.* Develop and launch new revenue streams that address strategic priorities and provide new net revenue.
- iii.* Develop a succession plan for key positions in each division/department of the institution.

### *Metrics/Measurements:*

- ➔ Internal promotions and advancements
- ➔ Annual audit report
- ➔ Financial indicator ratios
- ➔ ADHE annual reports
- ➔ IPEDS annual report
- ➔ Increase in both current unrestricted and restricted funds



# Goals, Objectives, Metrics

## Goal 5: Facilities

Support the construction and maintenance of facilities that optimize learning, leverage technology, and enhance the student experience.

### Objectives

- i.* Develop facilities that inspire pride of ownership, build community among stakeholders, support a commitment to health and wellness, and exceed standards for sustainability and environmental stewardship.
- ii.* Develop and maintain campus landscaping and signage that is attractive, effective and enhances the student experience.
- iii.* Insure all classrooms are adequately equipped with computers, recording capabilities, and other technology needs including ADA accessibilities.

### Metrics/Measurements:

- ➔ Annual investment in instructional equipment
- ➔ Student and employee satisfaction surveys
- ➔ Utility usage report
- ➔ Annual investment in grounds beautification
- ➔ Annual investment in buildings and infrastructure
- ➔ Improved appearance of grounds
- ➔ Reduction in critical and major maintenance

## Goal 6: Leadership/Professional Development

Enhance and support workplace environments that value and engage employees and provide opportunities for growth and development.

### Objectives

- i.* Assess and address the professional development needs across the college so that all employees will grow professionally and personally and be exposed to innovative practices.
- ii.* Create a culture of involvement that encourages and nurtures continuous improvement and innovation that is shared among faculty and staff.
- iii.* Embrace diversity and foster a culture of trust, collaboration and mutual respect that is shared among faculty and staff.

### Metrics/Measurements:

- ➔ PD courses or events
- ➔ Turnover rate
- ➔ Salary adjustments due to advanced degree
- ➔ Employee advanced degree completions
- ➔ Public speaking engagements
- ➔ Merit adjustments

## Plan Alignment with ADHE and ACC

<i>ADHE</i>	<i>SAU Tech</i>	<i>ACC</i>
Student Access	Student Access	Workforce and Economic Development
Student Success	Student Success	Equity
Equity	Workforce & Economic Development	Affordability
Affordability	Sustainability & Economic Development	Outcomes
	Facilities	
	Leadership/Professional Development	



# Rocket Nation Lift Off Project

<b>TIMELINE</b> <b>DECEMBER 2016 --- JUNE 2020</b>	
<b>ACTION</b>	<b>COMPLETION DATE</b>
Pre-planning thoughts from in-coming Chancellor	December 2016
Chancellor's first address to employees	January 2017
Strategic Planning Retreat - Executive Officers	January 25, 2017
Summer Planning Agenda	May 2017
2017-2018 Executive Officer Goals	June 2017
PowerPoint Address to College "What the Future Holds"	Fall 2017
Review of 2017 Accomplishments	November 2017
HLC Forum - Strategic Planning Training	May 2018
Pre-work/Identify Team	June 2018
Inform Campus	May and August 2018
Create Surveys	March 2019
Town Hall/Survey	March 2019
Expanded team compiles data and draft version of mission, vision, & values	April 2019
Rocket Nation Council reviews draft	June 2019
Board Approval	August 2019
Campus Unveiling	August 2019
Strategic Planning Committee formed	September 2019
SWOT Analysis Conducted	November 2019
Environmental Scan - student demographics & community statistics	November 2019
Community Outreach	December 2020
Develop Institutional Goals	January 2020
Develop Objectives & Metrics	February 2020
SAU Board Approval	March 2020
Present to stakeholders	March 2020

## Committee Members

Gaye Manning – Chair  
 Dr. Valerie Wilson  
 David McLeane  
 Terry Hutson

Sara Landaverde  
 Phillip Allison  
 Jenny Sanders  
 LaClaire Williams

Angela Fry  
 Rachal Joe – Designer



The policy of Southern Arkansas University Tech is to comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders, and regulations. The College will not engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, pregnancy, disability, sexual orientation, unfavorable discharge from the military, status as a disabled veteran or a veteran of the Vietnam era. Discrimination is prohibited by Title VI and Title VII of the Civil Rights Act of 1964, as amended, Title IX of the Education amendments of 1972, and Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, including all subsequent amendments and administrative regulations adopted thereunder by the Department of Education. This nondiscrimination policy applies to admissions, employment, access to and treatment in the various programs and activities of the College.