

				<h1>Goals AY24 Division/Area</h1>			Complete - C	In Progress - P	Incomplete - I - Keep for 2025	Remove - R (no longer relevant)	Total (minus removed)	% Complete or In Progress
Learner Success	Student Experience	Operational Excellence	Community/ WF engagement				87	95	70	11	252	72%
				Total								
SP1	SP2	SP3	SP4	Academics			23	42	27	5	92	71%
Allied Health												
y			y	plan to double enrollment (target: 48 LPN students by July 1, 2024)				P				
y			y	develop MA-C to PN transition program (ASBN Driven)				P				
y			y	develop Wynne PN program				P				
y			y	launch HS program			C					
				evening PN to RN transition in Wynne by July 1, 2024						R		
y			y	develop paramedic to RN transition program (target: Approved by AHECB & NB by Spring 2025)				P				
y	y			2+2s with UAPB, ASU J, other? (In discussions with Lyon College and Baptist Health Sciences College)				P				
y	y		y	feature graduates on nursing section of website			C					
y			y	CP health professions approved by AHECB					I			
y			y	develop phlebotomy program (all approvals by Fall 2024)				P				
y			y	enroll first class for medication administration certificate (Spring '25)				P				
y			y	explore pharm tech program					I			
y			y	Expand Programs to Wynne (Target Programs: CNA, MA-C, MedPro)				P				
y	y		y	Seek national accreditation for ADN Program				P				
y	y		y	Development of Simulation Lab & Program for all AH Programs			C					
y	y			trauma day				P				
y		y	y	Reinstate AH Advisory Board and meet Q6M			C					
y	y			boost/add evening programs				P				
CTE												
y			y	boost/add evening programs				P				
y			y	CDL expansion - evening, new certifications			C					
y			y	CP in pre-steel technology			C					
y			y	CP heavy equipment			C					
y			y	CP intro to electrical				P				
y			y	Expand WIOA covered programs			C					
y			y	launch IT program with part-time instructors				P				
y	y		y	new certifications for faculty/students - welding, other				P				
y			y	prison programs/instructors			C					
y	y		y	add a short term programs section of website					I			
y	y		y	expo					I			
				CP/TC intro to residential repair/improvement? Home improvement?						R		
y			y	Assess employer needs				P				
y			y	Strengthen partnerships with employers - OSD grant?				P				
y	y		y	Establish DOL recognized apprenticeships					I			
y			y	Include an interest survey and internship commitment form in Advisory meeting documents				P				
y	y		y	research and implement apprenticeship programs-definitions, HLC, employers expectations, students' expectations				P				
y			y	Have a web-based work-based learning interest form					I			
y	y		y	Ensure every program of study includes a work-based learning component/activity				P				
High School Programs												
y			y	expand CDL program to more schools			C					
y			y	add restricted CDL program to secondary career center				P				
y			y	follow up with CDL HS grads					I			
y			y	OSD funding for HS LPN program				P				
y			y	CP in pre-steel technology			C					
y			y	explore pharm tech program for secondary career					I			
y	y		y	Explore rebranding/renaming SCC & CTE					I			
y			y	Add schools - SCC & Concurrent Credit				P				
y			y	program additions to ESCC				P				
y			y	Med pro upgrades - new room			C					
y			y	add certifications to secondary career center				P				
				recruit 2nd year wynne med pro students						R		
y			y	heavy equipment program launch with FCHS			C					
y	y			career coaches - PWHS? Other new schools? Work to maximize their impact on EACC			C					
y			y	Increase partnership ARVA				P				
y			y	High School data report:				P				
				%/# of concurrent credit and SCC students who enroll at EACC for summer								
				%/# of concurrent credit and SCC students who enroll at EACC as FT/FT for fall								
				%/# of graduating seniors from HS we serve who enroll at EACC following fall								
				%/# of concurrent credit and SCC students who come back to take courses subsequent semesters (especially summers)								
				%/# graduating seniors at all HS in service area counties where they go after graduation								

SP1	SP2	SP3	SP4	Target goals for next 3 years						
y	y	y		Establish Early College & Career Department housed together	C					
General Education										
y	y			pickleball, frisbee golf				I		
y	y			restart choir & voice				I		
y	y	y	y	Add CPs/TCs/ASLAS - (art? Religion? Physical education? Pre law? Pre-med? Look at other schools)				I		
y	y			University Center				I		
y	y	y		Explore awarding more than 1 associates (ASLAS?, AA changes)				I		
Overall Goals										
y			y	update program pages with correct information - set up regular monitoring				P		
y				Develop multi-modal rubric for courses and timeline for implementation				P		
y	y	y		Faculty engagement in Blackboard's Exemplary Course Program training				I		
y				online instruction: disaggregate and examine data to see which student groups are unsuccessful in which courses/areas				I		
y				gateway course instruction: disaggregate and examine data to see which student groups are unsuccessful in which courses/areas				I		
y	y		y	Make student evaluation process and results more transparent so students can make informed decisions				I		
y		y	y	Engage in data collection efforts to expand the documenting of students who are employed in their field of study				P		
y	y		y	Expand experiential learning opportunities by:				I		
				<i>Polling students on interests</i>						
				<i>Soliciting faculty input</i>						
				<i>Engaging employers to serve as observation, work-based learning or placement sites</i>						
Revisit capstone learning experience framework										
y	y		y	Enhance embedded work-based learning opportunities				P		
y				Promote benefit and cost savings of PLA credit (approximately \$9,000 in student savings)				P		
y			y	Promote 15-to-Finish				P		
y	y		y	Include a service learning day on the academic calendar each semester				I		
Ensure every program of study includes a service learning component/activity										
y	y			Expand OER options and other ways to lower textbook costs	C					
y		y		each area report program & student success data each term (their own data) (data day?)				I		
y	y			online evaluations	C					
y			y	Prisons - 2nd chance Pell				I		
y	y		y	Website 2+2s, improve awareness				P		
y	y		y	2+2s - add more, SNHU				P		
y	y		y	Allow for "Preview Days" of Bb courses				I		
y	y		y	Publish syllabi on website	C					
y	y			Include quick-reference guide to student supports information within standardized syllabus (see also 1.3.b.)				I		
y				Target goals for next 3 years broken down by program, demographic, region, etc. - need current data to set				P		
y		y		In House Faculty Development Conference				I		
				<i>The Post-Covid Student Communication:</i>						
				<i>enthusiasm for class/discipline/job</i>						
				<i>respect</i>						
				<i>support</i>						
				<i>the "why"</i>						
				<i>attention/recognition</i>						
				<i>hacks/shortcuts</i>						
				<i>giving students control</i>						
				<i>"First 20 minutes of first day"</i>						
Grant Funding										
y			y	pave driving range				I		
y			y	partner with employers for OSD grants	C					
Faculty Development										
y			y	funding formula training	C					
y	y			simple syllabus training and launch	C					
y	y			inclusive language on syllabus and assignments training and launch				I		
HLC										
y			y	Additional Locations Application(s) Completion	C					
y			y	Correspondence Programs Applications (by spring)	C					
Wynne center										
y				Increase enrollment, credit hours - set target goals and deadlines; disaggregate data (semester? Program? Teacher? Student demographic?)				P		
y				establish task force tasked to:				P		
				<i>strategize about ways to increase facility usage</i>				P		
				<i>poll students/prospective students/community regarding courses/programs at wynne center</i>				P		
				<i>gather and examine data on popular/unpopular courses/times/instructors</i>				P		
				<i>Increase enrollment at Wynne Center by increasing community involvement</i>				P		
SP1	SP2	SP3	SP4	Public Relations & Community Programs	13	16	26	2	55	53%
Marketing/PR/Events										
				Weekly news releases						

y	y		y	student spotlights		P				
	y	y	y	faculty/staff spotlights		P				
y	y	y	y	awards		P				
y	y		y	2+2s			I			
				Website						
y	y		y	website videos for programs			I			
y	y		y	student achievements/success stories on website		P				
y	y		y	feature graduates on RN section of website			I			
y	y	y	y	CE and Short Term website sections		P				
y	y		y	Wynne Center Open House	C					
y	y			Wynne Center Pickleball - other sports			I			
				Fundraising						
y			y	Capital campaign brochure, info	C					
		y	y	Ease of giving - venmo, credit card, QR codes			I			
				Events						
	y	y	y	plan and host building opening event for community	C					
y	y			2+2 signings			I			
y	y		y	Exposition of student/faculty work			I			
		y	y	Fundraisers, Light it Up, other	C					
			y	Pre-Concert events	C					
y		y	y	Aspen, Wallet Hub, other - how do they award (IPEDS data? Scorecard?) Set goals to reach some of these designations			I			
		y		Work with IR/Student Services to develop semester/annual plan for recruitment	C					
	y	y	y	Develop marketing plan for State Employee Waiver			I			
	y		y	Select Mascot	C					
	y		y	Improve Bookstore Merch selection	C					
	y		y	Signage for Welcome Center Donors		P				
	y	y		Welcome Center Artwork		P				
y	y		y	Marketing and publicity campaigns to include promotion of existing and new high demand/high wage programs; workforce needs		P				
y	y		y	Regular newsletter email of date reminders, events, updates		P				
y	y	y	y	Assess and develop/implement campus communication strategies and departmental collaboration plans			I			
Community Engagement/Fundraising										
y	y	y	y	Create a committee to develop EACC Expo to promote engagement			I			
				Silent auction						
				Kids activities						
				Car show						
				Program open house						
				Student skills demonstrations						
				Community partner displays						
				Food Truck area						
				Track college community service annually						
				By organization and hours served						
	y	y	y	Create a Community Engagement 'tab' on website--include the form for request for speaker, request for tours, requests to support community events, etc		P				
	y	y	y	Increase speaking engagements to civic clubs, churches, chambers, other groups		P				
			y	Increase attendance at Fine Arts Center events	C					
			y	Increase Pillars of the Arts	C					
		y	y	Implement new ticketing system so patron tickets can be scaled	C					
y	y			increase financial support for food pantry	C					
Community Education										
	y		y	Pickleball, frisbee golf - other sports for CE						
	y		y	Appoint Advisory Committee data to establish gaps and needs to develop new course offerings			I			
y			y	Add gymnastics program in Trumann	C					
Workforce Education/B&I Training										
			y	Assess employer needs		P				
			y	Strengthen partnerships with employers - OSD grant?		P				
			y	visit businesses		P				
			y	Design and implement a process to assess all course offerings and present data to President's Cabinet and assessment committee annually			I			
			y	Create a course and instructor file in our ERP for non-credit instruction			I			
			y	Create an application for Non-Credit Instruction		P				
			y	Develop and distribute brochures and promotional materials to promote customized training			I			
			y	Effectively use social media to promote workforce training		P				
			y	Appoint Advisory Committee data to establish gaps and needs to develop new course offerings			I			
			y	Enhance B&I section of website			I			
			y	Develop a process to recognize industry training (example: recognize that a company completed xxx training with EACC and XX credentials were earned).			I			
			y	Create a 'request for training' form on website where industry partners can request training.			I			
			y	NothArk Microcredentials become 1 course/credential			I			
SP1	SP2	SP3	SP4	Student Services/Public Relations/Marketing	0	2	2	0	4	50%
	y		y	Program promotion during targeted, individualized recruitment visits		P				

	y		y	Engage in targeted outreach/recruitment sessions		P					
	y		y	Track the number of prospective students at targeted recruitment events and compare to number completing admissions application and number registered for class(es)			I				
y	y		y	Promote benefit and cost savings of PLA credit (approximately \$9,000 in student savings)			I				
SP1	SP2	SP3	SP4	Student Services	11	15	9	2	35	74%	
Student Engagement											
y	y			inclusive language website/student policies		P					
y	y			Expand/Reactivate student clubs and leadership opportunities: SGA, diverse women, BS, mentoring, sports	C						
y	y			Develop new student recognitions programs/events <i>letter with diplomas</i> <i>holiday greetings texts/appreciation texts</i>		P					
y	y			examine ease of enrolling and registering online for various student groups	C						
y	y			develop specific plan to recruit minority students, set targets with deadlines		P					
y	y			Improve communication flow from inquiry to admission to registration		P					
y	y			Track communication to/from advising@eacc.edu		P					
y	y		y	Enhance outreach efforts and document strategies to close the gap in students making an inquiry, becoming admitted, and registering for classes.	C						
y	y	y		Utilize Jenzabar EX training opportunities to strengthen process flow, exchange of information, and outputs.		P					
Provide Success Coach training twice per semester											
y	y			Deliver info sessions to students, faculty, and staff to increase awareness	C					R	
y	y		y	Develop a quick-guide for reference (description of programs/services and contact information)	C						
y	y			Target early alerts	C						
Evaluate Smarthinking vs. in person tutoring											
y	y		y	Identify and quantify the need (or lack of) for Student Housing options (public/private partnerships, grant funded, institution funded) <i>Conduct a student needs survey;</i> <i>Gather Powerfaids homelessness statistics</i> <i>Gather regional homeless statistics</i> <i>Conduct a cost feasibility study and break even analysis</i>			I				
y	y	y		Develop Values in Conjunction with People and Culture		P					
y	y			Expand food pantry program	C						
Professional Development/Policy Review											
		y		Update website section, set up regular monitoring		P					
		y		cross-training report			I				
		y		professional development training: HR/communications/employee teambuilding/other	C						
y	y	y		review & update student affairs policies in policy manual and student handbook	C						
Institutional Effectiveness & Institutional Research											
y	y	y	y	Strengthening Institutions/MSI/PBI/Title III <i>Understand designations/applications process</i> <i>Achieve SI and PBI status</i> <i>Apply and receive grant funding (title III, PBI/MSI)</i>			I				
		y		Funding Formula <i>Predictive data runs to be able to affect it in time - set dates</i> <i>Where are we now?</i> <i>Find more credentials for last AY</i> <i>Update any missing grades or race, age, other demographic data</i>		P					
y	y	y		Develop IE web page <i>Proposal for what data/info would be on it</i> <i>Plan for timeline, steps and people to involve</i> <i>Set and reach deadline to go live</i>		P					
		y	y	Recruitment Report <i>Breakdown of students by demographic, city, major -</i> <i>Work with areas to set targets: Strategic Plan, Academic Areas, other</i> <i>Develop semester/annual plan for recruitment</i>			I				
y		y	y	Program Reports - 3 years broken down by academic program, demographic, region, etc. - provide to each area			I				
y		y	y	Wynne Report - aggregated and disaggregated data; 3 years broken down by academic program, demographic, semester, etc. etc			I				
y		y	y	Develop year-end effectiveness report with input from President and all Areas			I				
y		y	y	online instruction: disaggregate and examine data to see which student groups are unsuccessful in which courses/areas			I				
y		y	y	gateway course instruction: disaggregate and examine data to see which student groups are unsuccessful in which courses/areas		P					
Auxiliary Services											
y	y			Establish Food service	C						
	y			Develop ways for food to be charged to financial aid/EACC ID		P					
	y			Food options for after café is closed		P					
	y			explore sports options			I				
	y			Improve Bookstore Merch selection	C						

SP1	SP2	SP3	SP4		17	6	2	4	25	92%
				Expand OER options and other ways to lower textbook costs		P				
				People & Culture						
		y		Request for Position on portal/online		P				
		y		Recommendation for hire on portal/online		P				
		y		Leave tracking/timesheets on portal/online		P				
				bimonthly payments				R		
		y		Cross Training	C					
				Annual "innovations" conference to celebrate and reward employees with innovative practices that move the needle				R		
		y		formal cross-training		P				
		y		EACC Leadership Academy		P				
		y		evaluation processes & procedures	C					
				Establish technology professional development fund w/Financial Affairs/IT/Academics				R		
		y		Compile and analyze job application data and double the number of job applicants for positions	C					
		y		Compile and analyze turnover statistics	C					
		y	y	List benefits on public-facing EACC website	C					
		y		Compile and analyze average number of job applicants for a given position	C					
		y	y	Establish a working online application	C					
		y	y	Advertise on new platforms	C					
		y		Establish formal reports and data to monitor the # of employees participating, the demographics of who is participating, and the usage of sick leave time	C					
		y		Re-start employee wellness program?	C					
		y		Expand professional development offerings to focus on technology and delivery of instruction (ex, HLC standards)	C					
		y		Session evaluations/Faculty and Staff Professional Development Form			I			
		y		Assess and develop/implement campus communication strategies and departmental collaboration plans		P				
		y		Weekly or bi-weekly Zoom meeting/event for informal updates of campus happenings				R		
	y	y	y	Develop Values in Conjunction with SA			I			
	y	y	y	Made significant revisions to Employee Handbook and policies to improve employees work/home life and to provide better clarity	C					
	y	y	y	New Committee hosted 5 special Campus Culture Activities	C					
	y	y	y	Share Project Grant x 2: Blood Pressure Monitor for Campus, IEDs and Cases	C					
	y	y	y	Health Fair (x 2)	C					
	y	y	y	Letters of Notification delivered on Portal to improve speed and provide a record for employees	C					
	y	y	y	Handbook Acknowledgments on Portal	C					
				Financial & Physical Plant	12	12	6	0	30	80%
				Accounts Receivable						
	y	y		Online payments - Credit Card/venmo/cash app	C					
	y	y		Billing		P				
	y	y		Collection Processes - set target for AR		P				
				CFO/Controller						
		y		Cost of each academic program to students; Cost to us per student & total			I			
		y		Cost of other areas vs. revenue: B&I, CE, Bookstore, Café		P				
		y		Develop new budgeting process for campus wide input tied to SP, SLOs	C					
y	y	y		Develop ways for food to be charged to financial aid/EACC ID		P				
y	y	y		Explore ways to accept alternate payment methods (venmo, cash app, IDs, etc)		P				
		y		Establish technology professional development fund with HR/IT/Academics		P				
				Department						
		y		Cross Training		P				
		y		Develop year-end effectiveness report			I			
		y		Capital campaign		P				
				Physical Plant & Safety/Security						
	y	y	y	Trail		P				
		y		new buffer			I			
		y		replace floor in back of CB3	C					
y	y	y	y	Signage		P				
y	y	y		Explore Housing Options/Laundry			I			
		y	y	Dews House - painting, long range plans			I			
y	y	y	y	Add way-finding signage			I			
y	y	y	y	Remodel Welcome Center	C					
		y		Unified security system (all systems on the same provider)	C					
		y		Re-key all doors for simplified system		P				
y	y	y	y	Add ADA compliant requirements to all buildings (i.e. administration)		P				
		y		Reduce number of space heaters and insurance risks on campus	C					
y	y		y	Renovate 4-room out-of-scope area at the Welcome Center	C					
			y	Clear former LRC building and renovate to allow Workforce (ADWS) Services to have a presence on campus	C					
		y		Renovate OB6 and relocate Business Office staff to increase workspace and storage space	C					

