

PCCUA STRATEGIC PLAN 2020-25 ACCOUNTABILITY TABLE

Support for Instruction and Learning	Development & Learning for Staff and Faculty (professional development)	Reviews & Revisions of Policies & Procedures (planning, budgets, protocols)	Improvement of Campus Connections (internal infrastructure, communication, alignments, consistency, in-service delivery)	Development & Support of External Partnerships																																																				
<p>A. Increase the number and kind of courses and programs available to students <i>2019 is the Benchmark because April 17, 2020 the College closed for Covid and went almost entirely online.</i></p> <table border="1" data-bbox="220 649 546 836"> <thead> <tr> <th></th> <th>Online Courses</th> <th>Non-ACTS Courses</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>42</td> <td>6 14%</td> </tr> <tr> <td>2025</td> <td>76</td> <td>33 43.4%</td> </tr> </tbody> </table> <p>B. Expand instructional delivery options with emphasis on developing College internet classes, cohort classes, and technology use in face- to-face instruction</p> <table border="1" data-bbox="220 1128 546 1364"> <thead> <tr> <th></th> <th>% Math & Writing</th> <th>Fast Track % online</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>10</td> <td>4 4.9%</td> </tr> <tr> <td>2025</td> <td>14</td> <td>30 39.5%</td> </tr> </tbody> </table> <p>Note: Initial fast track classes were math & writing.</p>		Online Courses	Non-ACTS Courses	2019	42	6 14%	2025	76	33 43.4%		% Math & Writing	Fast Track % online	2019	10	4 4.9%	2025	14	30 39.5%	<p>A. Provide more opportunities for division, departments, and functional area development.</p> <p>One positive outcome of COVID was the extensive use of Zoom, TEAMS, and other apps to share information. It allowed divisions and instructors to connect more easily from campus to campus or with students for meetings.</p> <p>In 2019, PCCUA offered six professional development workshops, and by 2025, we were offering five in the <u>Spring of 2025</u>: Simple Syllabus Training Watermark Training Portfolio Training Using Goggle Docs Regular and Substantive Interaction Training AI and Chat GPR Basics</p> <p>In <u>Fall 2025</u> five more workshops were offered: Beginning BB and tips and tricks Assessment: What is it and how do you do it</p>	<p>A. Improve communication of policy changes (information shared with all and policies applied equitably)</p> <p>Policy Manual Review of <u>every policy</u> and procedure between 2024-25.</p> <p>Amendments were made as needed based on changes in state or federal practices.</p> <p>All policies were marked for review or revised with the date.</p> <p>B. Develop transparency related to budgeting and allocation of funds</p> <p>Processes are in place, and a budget packet is reviewed.</p> <p>Budgets are open for viewing in Workday.</p> <p>Budgets are shared at the BOV and BOT meetings.</p>	<p>A. Provide consistent communication and more frequent meetings among campuses</p> <p>At least one In-Service is in Helena and one is in Arkansas County. The college has a commencement in Arkansas County and one in Phillips County.</p> <p>B. Establish a college-wide calendar</p> <p>Each campus has a published calendar. However, these have not been consolidated into one calendar. The individual calendars has improved information sharing.</p> <p>C. Identify and share by campus, listings of employees and specific job responsibilities</p> <p>All employees have a job description posted in Workday. New employees are identified and employee changes are published in the monthly newsletter.</p>	<p>A. Increase business and industry partnerships and utilize these partnerships for recruitment and graduate job placement</p> <p><i>The industry Advisory Council</i></p> <table border="1" data-bbox="1564 633 1879 755"> <thead> <tr> <th></th> <th>Advisory Member</th> <th>Industry Connect.</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>12</td> <td>12</td> </tr> <tr> <td>2025</td> <td>32</td> <td>40+</td> </tr> </tbody> </table> <p>B. Increase 2 + 2 agreements or MOUs strengthening existing agreements</p> <table border="1" data-bbox="1564 950 1879 1055"> <thead> <tr> <th></th> <th>2+ 2</th> <th>MOUs.</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>9</td> <td>10</td> </tr> <tr> <td>2025</td> <td>11</td> <td>17</td> </tr> </tbody> </table> <p>C. Increase the number of campus jobs for students</p> <table border="1" data-bbox="1564 1177 1879 1315"> <thead> <tr> <th colspan="4">WORK STUDY</th> </tr> <tr> <th></th> <th>FA</th> <th>SP</th> <th>SU</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>49</td> <td>47</td> <td>12</td> </tr> <tr> <td>2025</td> <td>26</td> <td>25</td> <td>11</td> </tr> </tbody> </table>		Advisory Member	Industry Connect.	2019	12	12	2025	32	40+		2+ 2	MOUs.	2019	9	10	2025	11	17	WORK STUDY					FA	SP	SU	2019	49	47	12	2025	26	25	11
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	<p>WorkDay shortcuts and timesavers Team Building Data Sharing</p> <p>Four In-service Days are offered per year.</p> <p>B. Provide (share) “in-house” best practices embedded in training related to faculty and staff-specific jobs.</p> <p>Many changes in instructional processes, materials, and delivery occurred as a result of COVID. See Distance Learning Accountability.</p> <p>One significant change that impacted the delivery of courses, professional development, meetings, and more was the increased use of Zoom. It has allowed opportunities to share with faculty and staff that did not exist in 2019. It has also allowed more flexibility in setting up meetings with classes and individual students.</p> <p>Workday has improved communication and sharing by allowing departments and divisions to have small or college-wide meetings among campuses.</p>	<p>C. Provide opportunities for questions, answers, and input</p> <p>There is no formal opportunity but the Business Office has many new employees and all are encouraged to operate with an “open door” related to budgeting.</p>	<p>D. Provide job specific cross training for employees</p> <p>PCCUA continues to promote this but it has been difficult in some offices such as the function of the Registrar. However, the Business Office has made tremendous strides in cross training.</p>	<p>D. Obtain more resources to respond to college and student needs.</p> <p><i>The college continues to seek grants and has been awarded several HIRED grants. One was completed by the College and the other was a collaborative effort through ADTEC.</i></p>
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<p>C. Support new and emerging technology and provide state-of-the-art equipment for instruction Title II Funded Replaced all networking switches provide a 10 Gigabit backbone connection. Fully equipped SMART labs on each campus with Smart Boards and Dell laptops with cameras for Zoom and other functions. Installed a whole building generator for the Administration building at Helena, allowing IT, the Business Office, Admissions, Financial Aid, and other critical departments to function and be able to help students during storms, disasters, and other outages. Purchased and installed VM Ware VDI solution, giving students, faculty, and staff, their remote workspace, allowing them to access their virtual desktops via a web browser. VMWare VDI will allow students to have remote access to proprietary classroom software, an easier way to use Microsoft apps such as Word</p>	<p>C. Develop and implement an incentive for faculty and staff to choose to pursue an appropriate terminal degree. PCCUA allowed several faculty to return to college to earn an additional 18 credit hours in a general education discipline. The college paid expenses for this effort, and after completing the eighteen hours, these faculty members received a 7.5% pay increase. Certain individuals in paraprofessional positions were encouraged to acquire a masters degree to enable them to move into faculty positions.</p> <p>D. Offer a variety of professional development activities on varied topics. Professional Development opportunities have become far more sophisticated. Professional development instruction, technical workshops, discipline specific, federal and state regulatory training, personal and more.</p>	<p>D. Promote pro-action rather than reaction to policies, procedures, and budgeting The planning processes encouraged being proactive related to specific needs. Also, there is a place to add projected needs to the budget form.</p> <p>E. Evaluate policies and procedures to ensure there are no conflicts with UA System, merge policies where appropriate The University of Arkansas allows the College to have its policies. However, when there is a conflict, the U of A System policy takes precedence. Policy changes are shared with the UA System General Counsel before moving forward for approval. Administrative Procedures do not require UA System approval. Although General Counsel is a resource all campus VCs use when dealing with Aps.</p>	<p>E. Provide on-going communication about diverse functional areas, departments, and divisions serving students Faculty Staff Newsletter Academic Update</p> <p>F. Ensure that all campuses are safe and have security Helena Campus has a police Department started in 2023 and it has two police vehicles. DeWitt has campus security and so does Stuttgart (both are quieter communities). PCCUA has a college-wide emergency plan and crisis management plan</p> <p>G. Provide orientation for new students, faculty, and staff Mandatory Orientation for all new and returning students Onboarding for all new employees. New Employee required orientation class which spans a year-The Four Cs of Orientation: Compliance, Clarification, Culture, and Connection.</p>	<p>E. Enhance community and school relationships and increase the number of people engaged in the process. The College has increased the number of schools sending students by two school districts since 2019 (Clarendon, Barton, & Marvel. Barton was partially served based on student's desire to attend but the school provided not transportation.</p> <p>F. Develop partnerships which promote more accessibility for students. TRANSITIONAL Training Program (2019) Ready for Life 2021-22 ADWORC-2020-2024 Student Support Services Career Pathways Gear Up</p>
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D. Ensure there are appropriate teaching and learning resources and classroom space.

	Computer Class-rooms	Smart Rooms
2019	21	35
2025	24	43

E. Share professional development information learned from training provided among departments and campuses

Each department shares information in the best way possible for that group. Other kinds of training may be shared at in-service or via Zoom.

F. Explore and develop incentives to encourage continued education for employees

PCCUA has never declined a request for professional development. Many faculty and staff take advantage of travel opportunities and others may participate in on-line training. Funds used may be departments, staff development, Perkins, and various other sources.