

Institutional Priority

The PCCUA institutional priority is recruitment, retention, and completion. The College emphasizes the use of multiple support strategies to increase the likelihood of student success for its students.

Strategic Planning

1. Instruction & Learning

Narrative statement describing the nature of instruction and learning at the College PCCUA has small classes, is affordable, and taught by highly qualified, caring faculty who engage students in learning and build lasting relationships with them. Both student and faculty resources are readily available and allow for a personalized learning experience for each student.

PCCUA goals for Learning and Instruction

PCCUA will support instruction and student learning and instruction by.....

Increasing the number and kind of courses and programs available to students. Expanding instructional delivery options with a special emphasis on developing PCCUA Internet classes, cohort classes, and technology use in face to face instruction. Supporting current and emerging technology and providing state of the art equipment for instruction. Ensuring that there are appropriate teaching and learning resources and classroom space.

2. Development and learning for staff and faculty (professional development)

Narrative statement describing the nature of professional development opportunities at the College

PCCUA provides numerous opportunities for professional development. These are well funded and address multi camps and specific campus needs. In-services and campus workshops are practical and applicable. The Faculty Development Professional Development Committee has established a series of PD offerings which address some faculty and staff needs.

PCCUA goals for professional development

PCCUA will support professional development for faculty and staff by.....

Providing opportunities for more division, department, and functional area development. Providing in-house 'best practices' embedded training related to faculty and staff specific jobs. Developing and implementing an incentive for faculty and staff that choose to pursue the appropriate terminal degree.

Offering a variety of professional development opportunities on a variety of topics such as safety, CPR, First Aid, Team Building, and other appropriate topics. Sharing professional development information learned from training among the departments and campuses, and ensure that professional development is ongoing and reinforced (not sure if this captures # 8 & 9).

Note for # 3: Have PCCUA fund a tuition free reimbursement program for all faculty and staff that choose to pursue the appropriate terminal degree (2)

This may not be possible but needs to be explored-faculty receive compensation for acquiring higher degrees (7.5% increase added to the base salary at each level) but no other group does. In addition, we currently compensate those faculty who are required to acquire the 18 graduate discipline specific graduate hours of study tied the HLC faculty qualification standard. We do not compensate staff for advancement....even though it would be a good thing to be able to do. Once we determine if the funding is available we can make a decision to include it. I think our policy uses the term appropriate degree....unfortunately, that is somewhat subjective.

Goal 3. Policies, Procedures, Support (planning, budgets, protocols) List one thing PCCUA does well (within the context of policies and procedures).

Narrative statement describing the nature of policies, procedures, and support at PCCUA.

PCCUA policies, procedures, and support are.....accessible (web) and equitable. The college is responsive to the budget needs as these occur and there is employer support to make things happen. Both faculty and staff have a voice through associations. Employees are notified when policy and procedure changes are made and information is communicated to all. Procedures and protocols are aligned.

PCCUA will improve the context of policies and procedures by.....

Improving communication of policy changes to those who do not have access, and ensuring all departments and divisions receive information and all policies are consistently applied.
Developing more transparency related to budgeting and allocation of funds.
Providing opportunities for questions, answers, and input regarding handbooks.
Promoting proaction rather than reaction to policies, procedures, and budgeting.
Evaluating policies and procedures to ensure there are no conflicts with the UA System and merge policies when appropriate.

4. Campus Connections (internal infrastructure, communication, alignments, consistency in service delivery)

Narrative statement describing the nature of Campus Connections (internal infrastructure, communication, alignments, consistency in service delivery)

PCCUA campus connections are consistent, cross specific departments, divisions, and college wide campuses. Its use of social media, especially Ridgenet, the newsletters, and on-line resources, have been beneficial and are a good form of communication. Planning assists the college with being able to efficiently respond to internal requests.

PCCUA will improve the nature of Campus Connections (internal infrastructure, communication, alignments, consistency in service delivery).

PCCUA will improve its internal infrastructure, communications, alignments, and consistency in service delivery by....

Providing consistent communication and more frequent meetings among campuses and establish a college wide calendar. Identifying and sharing, by campus, listings of employees and specific job responsibilities. Providing job specific and cross-training for employees. Providing ongoing communication about the diverse functional areas, departments and divisions serving students using e-mail, listserv, newsletters and other sources. Ensuring that all three campus are safe and have security. Providing orientation for new students, faculty, and staff. Providing students with more communication, opportunities for input and engagement.

5. External Partnerships

Narrative statement describing the nature of external partnerships.

PCCUA has open and positive relationships with k-12 public and private schools, business and industry, other colleges and universities. Its multiple partnerships with organizations meet community needs. In addition, the College has been successful in acquiring needed resources and securing grants to fund special initiatives.

PCCUA goals for external partnerships.

PCCUA will continue to nurture and improve its external relationships by.....

Increasing business and industry partnerships and training and utilizing these partnerships as recruitment and graduate job placement opportunities.

Increasing the number of 2+2 agreements and strengthening existing agreements.

Increasing the number of on campus jobs for students.

Obtaining more resources to respond to College and student needs.

Enhancing relationships with the community and schools (greater awareness of programming) and increasing the number of people engaged in this process.

Developing partnerships that promote more accessibility for students (housing and transportation)