**Unit Name: \_\_\_\_\_\_\_\_\_\_\_Educational Opportunity Center (EOC)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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| **Unit Mission:** The mission of the Educational Opportunity Center (EOC) is to encourage and assist traditionally underrepresented participants to return to education and then enroll in post-secondary education by working cooperatively with RSU and many community partners. |
| **Goal (1): (Advance Academic Excellence)**  **This Unit Action Plan Specifically Supports Commitment(S) \_\_4\_\_.** |

| **Plan for 2014-2015**  **This section due by May 1, 2015** | | | | **Report for 2014-2015**  **This section due by May 1, 2015.** | |
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| **Objective** | **Evaluation Measure** | **Performance Standard** | **Action** | **Data/Findings** | **Status** |
| 1.4Provide effective faculty and staff development in support of intellectual, professional and personal development | Quarterly Staff Development Workshops- Record of Attendance.  Staff input driving directions for staff development  TRiO- Emerging Leaders institute/ Leadership Training    Presentation to a minimum of 1 professional organization per year | # and % of EOC staff members that completed a minimum of twelve training (CEU’s) per year  Consensus attained for development activities  % of EOC staff members that participate in Leadership Opportunities  # Of EOC staff who present at 1 professional conference. | 1.4.1: Provide quarterly professional development workshops.  1.4.2 Teambuilding is continuous quality for EOC.  1.4.3 Encourage and support participation in ODSA/SWASAP organizations TRIO Emerging Leaders Institute  1.4.4 Encourage conference presentations whenever EOC attends a professional Conference | 9 staff at 100% completed a minimum of 12 training hrs. per year.  Completed with 100% indicating above average satisfaction with professional staff development  85% attended ODSA conference; 2 conference presentations (1 at OCSPA on 5-20-14 and 1 at ODSA on 3-31-15; 1 staff participated in Year 2 of Emerging Leaders Institute | Ongoing  Ongoing  Exceeds |

**Unit Name: \_\_\_\_\_\_\_\_\_\_\_Educational Opportunity Center ( EOC) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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| **Unit Mission:** The mission of the Educational Opportunity Center (EOC) is to encourage and assist traditionally underrepresented participants to return to education and then enroll in post-secondary education by working cooperatively with RSU and many community partners |
| **Goal (3): (Increase Diversity)**  **This Unit Action Plan Specifically Supports Commitment(S) \_\_2, and 3\_\_\_\_.** |

| **Plan for 2014-15**  **This section due by May 1, 2015.** | | | | **Report for 2014-15**  **This section due by May 1, 2015.** | |
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| **Objective** | **Evaluation Measure** | **Performance Standard** | **Action** | **Data/Findings** | **Status** |
| 3.2 Recruit, retain, advance and recognize a diverse faculty, staff and administration | Demographic of RSU EOC staff | 50% of EOC staff who are members of minority groups will be retained | 3.2.1: Advertise RSU EOC job announcements  in minority targeted newspapers and TRiO listserv.  3.2.2: Incorporate diversity awareness into professional development  3.2.3: Ensure EOC staff is fully trained to RSU’s diversity policy and expectation. | 1 staff resigned due to health reasons.  Monthly staff meetings ensure that the topic of diversity is threaded through discussions on agenda items.  Monthly staff meetings ensure that the topic of diversity is threaded through all conversations on monthly agenda. | Ongoing  Ongoing  Ongoing |
| 3.3. Promote an environment of tolerance and acceptance of diverse peoples and opinions | Impact of Diversity Awareness | % of students/ participants and EOC staff who participate in diversity education related programs | 3.3.1: Provide resources and opportunities for EOC students/ participants and staff to explore the values and benefit of diversity  3.3.2 Provide training and activities each academic year on cultural diversity and effective communication strategies | Monthly staff meetings ensure that the topic of diversity is threaded through agenda items.  Cultural diversity and effective communication taught and implemented through team book discussions from John Maxwell’s, Winning With People and currently The Promise of a Pencil by Adam Braun. | Ongoing  Ongoing |

**Unit Name: \_\_\_\_\_\_\_\_\_\_Educational Opportunity Center\_\_\_(EOC)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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| **Unit Mission:** The mission of the Educational Opportunity Center (EOC) is to encourage and assist traditionally underrepresented students in post-secondary education in the preparation for, entry to, and completion of a post-secondary education by working cooperative and collaboratively with RSU and many community partners. |
| **Goal (5): (Enhance institutional Accountability )**  **This Unit Action Plan Specifically Supports Commitment(S) \_\_1, 2\_\_\_\_\_.** |

| **Plan for 2014-15**  **This section due by May 1, 2015.** | | | | **Report for 2014-15**  **This section due by May 1, 2015.** | |
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| **Objective** | **Evaluation Measure** | **Performance Standard** | **Action** | **Data/Findings** | **Status** |
| 5.1 Promote alignment of strategic decisions with mission-critical resources | Operational baseline (expenditures) for all programs and services | Track monthly expenditure and balance budget | 5.1.1: Assessment of program services: Feasibility- Return on investment analysis  5.1.2: Develop annual grant plan that is based on strategic outreach plan  5.1.3: Work with RSU Grant Writer to support EOC through additional proposals as available. | EOC assesses its work with community partners to meet objectives and budget requirements on an ongoing basis.  Director works with RSU grant’s person regarding future opportunities for the college  Director works with RSU grant’s person regarding future opportunities for the college | Ongoing  Ongoing  Ongoing |
| 5.2 Evaluate continuously university processes, structures, activities and outcomes; modifying as appropriate | Federal TRiO program standardized objectives-reported in Annual Performance Report | Meet or exceed established program standardized objectives. | 5.2.1: Monitor accountability of objectives among the EOC team.  EOC team will conduct a self-evaluation of objectives.  5.2.2: Quarterly monitoring of EOC objective progress.  5.2.3: EOC will develop an annual performance report. | Monthly assessment occurs with the EOC Blumen data report  Quarterly assessment occurs with the EOC Blumen data report  EOC exceeded 3 objectives and meets 1 objective for FY 2013-14 | Ongoing  Ongoing  Ongoing |

**Unit Name: Educational Opportunity Center ( EOC)\_\_\_\_**

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|  | **Unit Mission:** The mission of the Educational Opportunity Center (EOC) is to encourage and assist traditionally underrepresented participants to return to education and the enroll in post-secondary education by working cooperatively with RSU and many community partners | | | | | |
|  | **Goal (6): (Promote Community engagement)**  **This *Unit Action Plan* Specifically Supports Commitment(S) \_\_4\_\_.** | | | | | |
|  | **Plan for 2014-15**  **This section due by May 1, 2015.** | | | | **Report for 2014-15**  **This section due by May 1, 2015.** | |
| **Objective** | **Unit**  **Objective** | **Evaluation Measure** | **Performance Standard** | **Action** | **Data/Findings** | **Status** |
| 6.4 Establish community engagement partnerships that vary in scale & formality, including defined goals, high quality content and desired outcomes. | Promote community partnerships among RSU EOC and other organizations. | Regular discussions on challenges and successes with VP of Student Affairs on community partnerships. | Strengthen partnerships & add new ones as needed | 6.4.1 Facilitate collaborations among community partners, strengthening community engagement across NE Oklahoma. | Annual Performance Report to DOE demonstrates objectives for EOC (3 EOC objectives exceeded and 1 objective met) | Meets |

**Budget Request Supplement for Academic Year 2014-15**

**Year five – Strategic Planning Cycle**

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| **This section due by April 1, 2015** | | | | | | |
| **University Objective** | **Action for 2014-15** | **Requested Resources** | | | | **Estimated Cost** |
|  |  | **Human** | **Financial** | **Physical/Capital** | **Other (e.g., Technology** |  |
| 1.4Provide effective faculty and staff development in support of intellectual, professional and personal development | Federally funded | (0) | None | None |  |  |
| 3.2 Recruit, retain, advance and recognize a diverse faculty, staff and administration | Federally funded | (0) | None | None |  |  |
| 3.3. Promote an environment of tolerance and acceptance of diverse peoples and opinions | Federally funded | (0) | None | None |  |  |
| 5.1 Promote alignment of strategic decisions with mission-critical resources | Federally funded | (0) | None | None |  |  |
| 5.2 Evaluate continuously university processes, structures, activities and outcomes; modifying as appropriate | Federally funded | (0) | None | None |  |  |
| 6.4 Establish community engagement partnerships that vary in scale & formality, including defined goals, high quality content and desired outcomes | Federally funded | (0) | None | None |  |  |