STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2013-2014 Unit Action Plan – Year Four

Unit Name: __________________________ Educational Opportunity Center (EOC)_____________________________

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__.

<table>
<thead>
<tr>
<th>Objective</th>
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<tbody>
<tr>
<td>1.4 Provide effective faculty and staff development in support of intellectual, professional and personal development</td>
<td>Quarterly Staff Development Workshops- Record of Attendance. Staff Satisfaction Survey Annual Staff Retreat TRiO- Emerging Leaders institute/ Leadership Training &amp; COSA Leadership Academy Presentation to a minimum of 1 professional organization per year</td>
<td># and % of EOC staff members that completed a minimum of fifteen training (CEU’s) per year % of employees indicating satisfaction with annual training/retreat (beneficial) % of EOC staff members that participate in Leadership Opportunities # Of EOC staff who present at 1 professional conference.</td>
<td>1.4.1: Provide quarterly professional development workshops. 1.4.2 Annually, conduct a teambuilding and strategic planning retreat. 1.4.3 Encourage and support participation in ODSA/SWASAP organizations TRiO Emerging Leaders Institute &amp; COSA Leadership Academy 1.4.4 Encourage conference presentations whenever EOC attends a professional Conference</td>
<td>10 staff at 100% completed a minimum of 15 training hrs. per year. Completed with 100% indicating above average satisfaction with retreat/training 80% attended ODSA conference; 2 staff participated in Year 1 of Emerging Leaders Institute; no participation in SWASAP conference because of sequestered federal funds; no conference presentation occurred during this timeframe; however, director will present 5-20-14 for OCSPA.</td>
<td>Ongoing</td>
</tr>
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Plan for 2013-2014
This section due by May 17, 2013.

Report for 2013-2014
This section due by May 1, 2014.

Status
Ongoing
**Unit Name:** Educational Opportunity Center (EOC)

**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.

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<tr>
<td>3.2 Recruit, retain, advance and recognize a diverse faculty, staff and administration</td>
<td>Demographic of RSU EOC staff</td>
<td>50% of EOC staff who are members of minority groups will be retained</td>
<td>3.2.1: Advertise RSU EOC job announcements in minority targeted newspapers and TRiO listserv.</td>
<td>No staff changes this year with all minority groups retained.</td>
<td>Exceeds</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>3.2.2: Incorporate diversity awareness into professional development</td>
<td>Monthly staff meetings ensure that the topic of diversity is threaded through all conversations on agenda items.</td>
<td>Ongoing</td>
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<tr>
<td></td>
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<td></td>
<td>3.2.3: Ensure EOC staff is fully trained to RSU’s diversity policy and expectation.</td>
<td>Monthly staff meetings ensure that the topic of diversity is threaded through all conversations on agenda items.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>3.3. Promote an environment of tolerance and acceptance of diverse peoples and opinions</td>
<td>Impact of Diversity Awareness</td>
<td>% of students/ participants and EOC staff who participate in diversity education related programs</td>
<td>3.3.1: Provide resources and opportunities for EOC students/ participants and staff to explore the values and benefit of diversity</td>
<td>Monthly staff meetings ensure that the topic of diversity is threaded through all conversations on agenda items.</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>3.3.2 Provide training and activities each academic year on cultural diversity and effective communication strategies</td>
<td>Cultural diversity and effective communication taught and implemented through Don Miguel Ruiz’s 4 Agreements.</td>
<td>Ongoing</td>
</tr>
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</table>

**Plan for 2013-14**

This section due by May 17, 2013.

**Report for 2013-2014**

This section due by May 1, 2014.
**Unit Name:** Educational Opportunity Center (EOC)

**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 (S):** (Enhance institutional Accountability)

This Unit Action Plan Specifically Supports Commitment(s) 1, 2.

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**Plan for 2013-2014**

*This section due by May 17, 2013.*

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<tr>
<td>5.1 Promote alignment of strategic decisions with mission-critical resources</td>
<td>Operational baseline (expenditures) for all programs and services</td>
<td>Track monthly expenditure and balance budget</td>
<td>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.</td>
<td>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</td>
<td>Ongoing</td>
</tr>
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<td>5.2 Evaluate continuously university processes, structures, activities and outcomes; modifying as appropriate</td>
<td>Federal TRiO program standardized objectives-reported in Annual Performance Report</td>
<td>Meet or exceed established program standardized objectives.</td>
<td>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.</td>
<td>Monthly assessment occurs with the EOC Blumen data report Quarterly assessment occurs with the EOC Blumen data report EOC exceeded all objectives for FY 2012-13 (9.1.2014 to 8-31-13)</td>
<td>Ongoing Exceeds</td>
</tr>
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</table>

**Report for 2012-2013**

*This section due by May 1, 2014.*
Unit Name: Educational Opportunity Center (EOC)

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__. 

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<td>6.4 Establish community engagement partnerships that vary in scale &amp; formality, including defined goals, high quality content and desired outcomes.</td>
<td>Annual report submitted to VP of Student Affairs on community partnerships in 27 counties.</td>
<td>Strengthen partnerships &amp; add new ones as identified in annual report</td>
<td>6.4.1 Facilitate collaborations among community partners, strengthening community engagement across NE Oklahoma.</td>
<td>Annual report submitted and accepted by the VP for Student Affairs</td>
<td>Meets</td>
</tr>
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Plan for 2013-2014
This section due by May 17, 2013.

Report for 2013-2014
This section due by May 1, 2014.
### University Objective: 1.4 Provide effective faculty and staff development in support of intellectual, professional and personal development

- **Action for 2012-2013**: Federally funded
- **Requested Resources**:
  - **Human**: (0)
  - **Financial**: None
  - **Physical/Capital**: None
  - **Other (e.g., Technology)**: None

### University Objective: 3.2 Recruit, retain, advance and recognize a diverse faculty, staff and administration

- **Action for 2012-2013**: Federally funded
- **Requested Resources**:
  - **Human**: (0)
  - **Financial**: None
  - **Physical/Capital**: None
  - **Other (e.g., Technology)**: None

### University Objective: 3.3 Promote an environment of tolerance and acceptance of diverse peoples and opinions

- **Action for 2012-2013**: Federally funded
- **Requested Resources**:
  - **Human**: (0)
  - **Financial**: None
  - **Physical/Capital**: None
  - **Other (e.g., Technology)**: None
<table>
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<tr>
<td>5.1 Promote alignment of strategic decisions with mission-critical resources</td>
<td>Federally funded</td>
<td>(0)</td>
<td>None</td>
<td>None</td>
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<td>5.2 Evaluate continuously university processes, structures, activities and outcomes; modifying as appropriate</td>
<td>Federally funded</td>
<td>(0)</td>
<td>None</td>
<td>None</td>
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<td>6.4 Establish community engagement partnerships that vary in scale &amp; formality, including defined goals, high quality content and desired outcomes</td>
<td>Federally funded</td>
<td>(0)</td>
<td>None</td>
<td>None</td>
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