

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

Unit Name: TRiO Department

Unit Mission: The mission of the RSU TRiO Department 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 students, faculty, staff, and administration and community stakeholders.

Goal (1): (Advance Academic Excellence)
 This Unit Action Plan Specifically Supports Commitment(S) 4.

Plan for 2012-2013 This section due by May 4, 2012.				Report for 2012-2013 This section due by April 1, 2013.	
Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
1.4 Provide effective faculty and staff development in support of intellectual, professional and personal development	Quarterly Staff Development Workshops- Record of Attendance: (Sign-In sheets) Staff Satisfaction Survey Annual Staff Retreat *TRiO- Emerging Leaders institute/ Leadership Training	# and % of TRiO staff members that completed a minimum of twenty hours training (CEU's) per year % of employees indicating satisfaction with annual training/retreat (beneficial) *% of TRiO staff members that participate in Leadership Opportunity (Establish benchmark)	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		

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

Unit Name: TRiO Department

Unit Mission: The mission of the RSU TRiO Department 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 students, faculty, staff, and administration and community stakeholders.

Goal (3): (Increase Diversity)
 This Unit Action Plan Specifically Supports Commitment(S) 2, and 3.

Plan for 2012-2013 This section due by May 4, 2012.				Report for 2012-2013 This section due by April 1, 2013.	
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 TRiO staff	50% of TRiO staff who are members of minority groups will be retained	3.2.1: Advertise RSU TRiO job announcements in minority targeted newspapers and TRiO listserv. 3.2.2: Incorporate diversity awareness into professional development 3.2.3: Ensure TRiO staff is fully oriented to RSU's diversity policy and expectation.		
3.3. Promote an environment of tolerance and acceptance of diverse peoples and opinions	Impact of Diversity Awareness	% of students/ participants and TRiO staff who participate in diversity education and who attend diversity related programs.	3.3.1: Provide resources and opportunities for TRiO 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 communication practices.		

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

Unit Name: TRiO Department

Unit Mission: The mission of the RSU TRiO Department 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 students, faculty, staff, and administration and community stakeholders.

Goal (5): (Enhance institutional Accountability)
 This Unit Action Plan Specifically Supports Commitment(S) 4, 5.

Plan for 2012-2013 This section due by May 4, 2012.				Report for 2012-2013 This section due by April 1, 2013.	
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: Seek additional resources through grants proposals to local philanthropic foundations		
5.2 Evaluate continuously university processes, structures, activities and outcomes; modifying as appropriate	Federal TRiO program (s) standardized objectives-APR Survey	Meet or exceed established program standardized objectives by 3% above established %	5.2.1: Improve accountability among staff, by reviewing respective goals/objective of the (2) TRiO programs annually (during staff retreat) with the goal of self-evaluation and improvement. 5.2.2: Weekly and monthly monitoring of progress in fulfilling the process objectives of TRiO programs according to timelines established		

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

Plan for 2012-2013 This section due by May 4, 2012.				Report for 2012-2013 This section due by April 1, 2013.	
Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
			5.2.3: Each TRiO program will (TS and EOC) submit quarterly progressive report. 5.2.4: Each TRiO program will submit annual performance		

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

Unit Name: TRiO Department (Talent Search and Educational Opportunity Center)

<p>Unit Mission: The mission of the RSU TRiO Department 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 students, faculty, staff, and administration and community stakeholders.</p>						
<p>Goal (6): (Promote Community engagement) This <i>Unit Action Plan</i> Specifically Supports Commitment(S) <u>2</u>.</p>						
<p>Plan for 2012-2013 This section due by May 4, 2012.</p>					<p>Report for 2012-2013 This section due by April 1, 2013.</p>	
Objective	Unit Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
6.2 Establish curricular and co-curricular opportunities for student to cultivate civic skills and strengthen social responsibility	Promote civic engagement among RSU TRiO participants	Sign-in sheet: documentation of student participation in service learning project Request for greater involvement from sponsoring agency and positive feedback from sponsoring agency	TRiO participants (TS) will participate in a minimum of one service learning opportunities annually Benchmark: Increase from previous year	6.2.1. Facilitate and sponsor opportunities for student engagement in community/service learning opportunities throughout northeast Oklahoma.		

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

Budget Request Supplement for Academic Year 2012-2013
 Year Three – Strategic Planning Cycle

This section due by April 1, 2012.						
University Objective	Action for 2012-2013	Requested Resources				Estimated Cost
		Human	Financial	Physical/Capital	Other (e.g., Technology)	
1.4 Provide 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		

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

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		
6.2 Establish curricular and co-curricular opportunities for student to cultivate civic skills and strengthen social responsibility	Federally funded	(0)	None	None		