UA COSSATOT MISSION

UA Cossatot embraces diversity and is committed to improving the lives of those in our region by providing quality education, outstanding service, and relevant industry training.

STRATEGIC STATEMENT

AQIP is an accreditation model developed by the Higher Learning Commission. It is designed to position an institution to better meet the needs of its stakeholders and to advance the quality of higher education. The model supports continuous quality improvement, systems and process thinking, shared governance, strategic planning, and accreditation. UA Cossatot elected to follow this model in 2008.

UA Cossatot's participation in AQIP demonstrates the college's commitment to our stakeholders and to advancing quality higher education. The AQIP process supports identifying what is important to our stakeholders, what is working for stakeholders and what needs improvement. The areas of improvement become action projects with teams being formed to determine the best processes to follow for improvement. AQIP supports accountability to stakeholders by requiring that data-based decisions influence improvements to processes and operations. AQIP addresses five categories of continuous improvement and contains a sixth summarization category.

STAKEHOLDERS

UA Cossatot's stakeholders are those on whom the success or failure of the institution depend. Students, parents of students, employees, legislators, feeder schools, industry partners, the general population, and other two- and four-year universities represent the stakeholders.

STRATEGIC PROCESS

Formulating the strategic plan was a combined effort of the AQIP team and the Chancellor's cabinet. This strategic plan was accomplished by analyzing the strengths, weaknesses, opportunities, and threats to the college. The stakeholders were separated into internal and external categories and surveyed. The data accumulated from both internal and external stakeholders was evaluated, documented, and placed into a decision matrix.

STUDENT SUCCESS • COMMUNITY NEEDS • VALUING EMPLOYEES

UNIVERSITY OF ARKANSAS

2020

COSSATOT

PLANNING AND LEADING • RESOURCE MANAGEMENT

STRATEGIC PLAN

UA Cossatot

Ashdown • De Queen • Nashville

www.cccua.edu   800•844•4471

1 HELPING STUDENTS LEARN	2 MEETING STUDENT AND OTHER KEY STAKEHOLDER NEEDS	3 VALUING EMPLOYEES	4 PLANNING AND LEADING	5 USING DATA FOR RESOURCE MANAGEMENT
UA Cossatot will decrease the time students spend in remediation courses, further increasing student success.	*UA Cossatot will produce a successful student with skills and knowledge that closely match those that transfer colleges and industry partners expect.*	*UA Cossatot will provide every employee the resources needed to perform duties as assigned, a safe work environment, and assessments to accurately reflect the performance of every employee.*	*UA Cossatot will maintain the highest level of a professional and strategic relationship with local high schools and external stakeholders.*	*UA Cossatot will provide a modern informational infrastructure for effective handling and processing of student files.*

BY 2020 UA COSSATOT WILL

Obtain Integrated Postsecondary Education Data System (IPEDS) 150% of on-time graduation rate of 50%. Achieve 50 credentials awarded per 100 Full-Time Equivalent Students.	Obtain 100% successful student transfer-out rate to other colleges and universities. Develop within all disciplines a course-outcome based transcript. Maintain 30% Hispanic and 15% African American student enrollment.	Provide faculty pay in the top 25% among Arkansas two-year colleges, and ensure that all other positions are within 5% of all two-year institution pay averages. Improve processes that address deficiencies among employee opinions of the college workplace. Reach 90% satisfaction among all employees in categories 5d, 5e, 6a, 6b, and 7i on the Are We Making Progress Survey administered by the college annually. Deploy employee recruitment plan to ensure that minority hiring shows a percentage increase.	Increase post-secondary enrollment by 20%. Double the number of workforce and continuing education hours generated. Begin the planning process for the completion of the Education and Convocation center to be located on the Nashville campus and developed in partnership with the city of Nashville.	Create an Institutional Research position, and fill the position in the fiscal year of 2017-2018. Use data to drive strategic objectives, assessment, decision making, and to better allocate college resources.

STRATEGIES

Appropriately place remedial students through aligned assessment strategies and intrusive advising methods. Implement assessment tools to ensure student learning and gauge student readiness for distance education. Closely monitor cohort students using data to ensure these students are properly registered for and completing the correct courses within their degree track.	Use both Arkansas Department of Higher Education (ADHE) and internal data sets to track the progress of our transfer students. Implement a competencies inventory that matches course outcomes. Employers will be aware of students' skills sets by completion of classes. The competencies will be an addendum to the student transcript. Obtain grant funds to meet the needs of every student, but especially minorities so that our student demographic reflects the demographics of our stakeholders and our communities.	Review annually the Arkansas Community Colleges(ACC) two-year college compensation survey to ensure that employee pay is competitive. Develop a comprehensive employee orientation program that expresses the college's history and culture, college and state policies, and accessibility of all resources provided. Host quarterly luncheon meetings for the Chancellor and other administrators to openly discuss opportunities and challenges and streamline communication. Create employee recruitment plan that effectively ensures diverse populations and minorities have equal access to UA Cossatot's job listings. Implement an Emergency Plan including Crisis Communication and Record Retention plans. Provide training for all employees in these areas.	Recruit students as early as 8th grade. Host events and projects that encourage K-12 administrators, counselors, and potential students to visit UAC campuses. Establish and expand strong partnerships between the Foundation and businesses, industries, and governmental agencies to remove financial barriers to education. Develop a student recruitment plan that ensures student enrollment mirrors the racial and ethnic makeup of the local populations we serve. Develop an active partnership with the city of Nashville to explore funding mechanisms for the Education and Convocation center.	Assess, fiscally plan, and implement a new Student Information System. Train all employees for the new Student Information System. The Institutional Research Department provides reports regarding enrollment, retention, and non-completion data to the Chancellor's cabinet. Implement more aligned strengths, weaknesses, opportunities, and threats assessments of the college centering on the needs of stakeholders.