

**2020 Spring Strategic Directions Report
College Council - April 30, 2020**

New #	Initiative	Measurement	Lead Scorer	Other Scorers	Report	Status?
Strategic Direction #1 - Student Learning						
Curriculum						
1.1	Establish introductory pathways courses for the majority of the pathways.	Track new course submission	Meta-Major co-chair of GPIT	Pathway Leads, Curriculum Co-chairs, Dean of Student Success & Counseling	In-Progress in fall 2019. Allied Health is discussing the development of an introductory pathways course. The effort is being led by Jennifer Johnson, the curriculum faculty co-chair.	In-Progress
1.2	Implement scheduling software for instructional spaces.	Starfish analytics, Ad Astra, etc.	Dean, Academic Technology	EAC	Ad Astra was approved in March. Implementation in process, targeting Jan/Feb 2021 for full use.	In-Progress
1.3	Increase CTE certificate/degree options by 3 new programs	Program drafted by year 1 approved by curriculum committee by year 2	CTE Program Director	Curriculum Committee, CTE Committee	We have hired the faculty director to develop the program for Physical Therapy Assistant. Due to COVID19 we have suspended the hiring of additional faculty until we return to normal schedule. The Process Technology program has been approved. Logistics curriculum is on schedule for Board Approval in June 2020. Will then submit the program for final approval.	In-Progress
1.4	Increase the number of programs that participate in placement of student interns by 3.	New/Approved internship agreements on file. Data based number of placements.	Program Manager, Student Employment	Current faculty or adjunct, Student Employment, CTE Advisory Committees	We have had the following programs join our internship program with approved curriculum and positive placements; Digital Media, Journalism and Industrial Drawing.	Complete!
1.5	Increase the number of approved work experience courses by 3 new programs.	Designating the assigned Faculty Internship Coordinator New/Approved internship agreements on file Data based number of placements.	Program Manager, Student Employment	Current faculty or adjunct, Curriculum committee, Student Employment, CTE Advisory Committees	The following courses have been approved for Work Experience: ART B48WE (Jeffery Huston), JRNL B48WE (Erin Auerbach) and INDR B48WE (Darren Willis).	Complete!
1.6	Establish at least five full certificate programs in rural communities.	Five full certificate programs would be established. Promotion of programs would be documented, and enrollment trends would be tracked and reported.	Rural Initiatives Director	Department chairs and deans	Team of Rural Initiatives managers, educational advisors, counselors have identified programs: Delano-11 certificates, Arvin- 7 certificates, Wasco- 8 certificates, Job Spot- 7 certificates, McFarland-3 certificates, Shafter- 2 certificates. Programs were identified based on programs and courses already offered at those sites. Presentation of programs was made to FCDC Fall 2019. Program offerings require some fine tuning. Promotion of programs to begin Summer 2020.	In-Progress
1.7	Increase the number of apprenticeships	Document apprenticeships showing an increase each year.	CTE Program Director	Student Employment, CTE Advisory Committees	We shifted the focus on increasing the number of apprenticeships to improving and updating all the curriculum. This requires hiring adjunct apprentice instructors and providing appropriate access to make the corrections.	In-Progress
1.8	Implement eLumen for assessment	Track by participation and user feedback	Dean, Academic Technology	Assessment Committee, Program Review Committee	100% complete.	Complete!
Support						
1.9	Increase support services for online instruction	Ensure student completion/success on evaluations	Director of Academic Support Services	VP Instruction, ISIT, AIQ, Curriculum, Program Review, Director of Academic Support Services, Dean, Academic Technology	A contract was secured through the Online Education Initiative (OEI) consortium. Bakersfield College is part of the consortium and will benefit from the contractually agreed upon rates. NetTutor was implemented on August 29, 2018. Information of utilization of this tool to date (November 7, 2018) is as follows: Type Sessions Time (minutes) NetTutor Dropped-Off Question 100 673 NetTutor Live Tutorial 246 4,013 NetTutor Paper 94 3,362 Totals 440 8,048	Complete!
1.10	Increase entry-level tech instruction for all students to help them navigate the landscape of tools on campus.	Track student participation in offered instructional activities; annual ISIT student survey	Dean, Academic Technology	ISIT; Summer Bridge Director; Outreach & School Relations Director	Some work done, additional work needed. Bridge fully online, includes tech instruction and online student tips.	In-Progress
1.11	Expand academic support services for inmate scholars	Number of prisons with program, number of inmate students receiving services	Director of Academic Support Services	Inmate Program Director	Inmate Scholars Faculty have been utilizing the Writing Center to assist in providing feedback on student papers. Additionally, ENGL B1AL courses have been introduced in the program to give students a stronger foundation in writing. In response to the Fall 2019 Piloted Baccalaureate Industrial Automation Program we plan to hold MATH B75 courses to best prepare the students for the program.	In-Progress
1.12	Establish and expand student support services in rural communities	Report on what services are currently being offered or have been offered at non-traditional centers/campus. Compare to new extended services. Track how many students are being serviced.	Director of Academic Support Services	Rural Initiatives Program	The Director of Rural Initiatives has identified rural sites that have an anticipated growth in student enrollment. Starting in S'19, Writing Consultants will be assigned a rural site that they will visit once a month to provide writing support.	Complete!
1.13	Establish and expand student support services in satellite sites. (i.e. BC Southwest, Weill, etc.)	Report on what services are currently being offered or have been offered at non-traditional centers/campus. Compare to new extended services. Track how many students are being serviced.	Director of Academic Support Services	Dean of Instruction for BC Southwest	The BC Southwest Tutoring Center opened its doors on the first day of the fall 2018 semester. To date (November 7, 2018), approximately 541 students were served.	In-Progress
1.14	Process faculty hiring committee appointments in a timely manner	Senate approval: agenda and vote record; Title 5 & BP Section 6; 10+1 Faculty roles & involvement in accreditation processes, including self-study & annual reports	Academic Senate President		For AY 2019-20 five (5) faculty hiring committees have been timely approved. Bi-monthly the Academic Senate approves faculty members to hiring committees. An active hiring committee list is housed within the Academic Senate office	In-Progress
Direction #2 - Student Progression and Completion						
Enrollment & Matriculation						
2.1	Expand dual enrollment in additional KHSD high schools	Program Review, Annual Report	Dual Enrollment Program Manager	Deans of Instruction, D.E. Advising Committee	We have expanded our offerings to all high schools within the Kern High School District and maintain regular communication with administration to increase the number of sections and variety of course offerings.	Complete!
2.2	Double the number of international students in 3 years	Has the number of international F1 visa students doubled? Take the existing number of International Students and determine whether or not the number has doubled.	Director International Student Programs	Dean of Student Success & Counseling, EMLS	The number of international F-1 Visa students has not doubled nor does it appear with COVID-19 the increase in fees that we will maintain the current number for the 2020-2021 school year. We currently have 53 active students and 7 pending to start in Fall 2020 with 3 more working on initial documents. And we have 5 students graduating.	In-Progress
2.3	Increase the number of students transferring from the Bakersfield Adult School by 10%	Has the number of transferring students increased by 10%?	Program Manager, Adult Education	Director, Admissions & Records	*Initiative in full effect, with 3 years-worth of data to be utilize as baseline for future years. *633 students were serviced by the Adult Education program, resulting in an enrollment of 190 students into BC courses. *As of Fall 2019, an additional 631 students have successfully transitioned into post-secondary education via the Adult Ed Program and adult school partnership. -10/25/19	Complete!

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2.4	Increase the number of students participating in Summer Bridge by 15%	Track the number of students who register for and complete ACDV B55	Title V Director	Curriculum	Completed. Met the target by August 2018.	Complete!
2.5	Increase number of first time students who have a comprehensive education plan by the end of their first primary term by 15%.	Using data from tracking matriculation steps in banner (SVAMSTD screen)	Dean of Student Success & Counseling	Director of Student Success & Equity CTE Program Director GPIT Co-Chairs	The number of first time students who have a completed Comprehensive Education Plan by the end of their first primary term, increased 363% from the Spring 2019 term to Spring 2020. This significant increase can be attributed to the annual New Student High School CSEP project, which is completed through Starfish Degree Planner.	Complete!
2.6	Increase number of first time students who have an abbreviated education plan prior to their first primary term by 15%.	Using data from tracking matriculation steps in banner (SVAMSTD screen)	Dean of Student Success & Counseling	Director of Student Success & Equity CTE Program Director GPIT Co-Chairs	Abbreviated Student Education Plans are no longer completed for students, and therefore are no longer tracked.	Complete!
Student Progression						
2.7	Increase the percentage of transfer-level English completion in the 1st year.	Track completion percentage	GPIT Co-Chairs	Institutional Effectiveness Dean, EAC, FCDC, Director of Student Success & Equity	<ul style="list-style-type: none"> Deans and Data Coaches from all Learning & Career Pathways scheduled to deliver a presentation on this momentum point to College Council and the Guided Pathways Implementation Team each academic year. One year trends for 2019 will be available at the conclusion of the spring term. Office of Institutional Effectiveness developed and regularly updates a Tableau page which captures this momentum point (Tableau - Transfer-Level English: https://public.tableau.com/profile/amber.hroch#!/vizhome/GuidedPathwaysMomentumPointsbyLCP/EnglishFirstYear) In almost every Learning & Career Pathway, more students are completing transfer-level English in their first year, despite small dips in percentage completion. <p>Progress by Learning & Career Pathway from fall 2017 to fall 2018:</p> <ul style="list-style-type: none"> Agriculture, Culinary Arts & Nutrition: from 15.8% to 17% (+13 students) Arts, Humanities & Communication: from 28.8% to 23.1% (+2 students) Business: from 21.9% to 18.5% (+17 students) Education: from 23.8% to 19.5% (+19 students) Health Sciences: from 26.9% to 26.2% (+71 students) Industrial Technology & Transportation: from 11% to 8% (+1 student) Personal & Career Exploration: from 9.6% to 4.6% (-28 students) 	In-Progress
2.8	Increase the percentage of transfer-level Math completion in the 1st year.	Track completion percentage	GPIT Co-Chairs	Institutional Effectiveness Dean, EAC, FCDC, Director of Student Success & Equity	<ul style="list-style-type: none"> Deans and Data Coaches from all Learning & Career Pathways scheduled to deliver a presentation on this momentum point to College Council and the Guided Pathways Implementation Team. Office of Institutional Effectiveness developed and regularly updates a Tableau page which captures this momentum point (Tableau - Transfer-Level Math: https://public.tableau.com/profile/amber.hroch#!/vizhome/GuidedPathwaysMomentumPointsbyLCP/MathFirstYear) One year trends for 2019 will be available at the end of the spring term. In almost every Learning & Career Pathway, more students are completing transfer-level math in their first year. Progress by Learning & Career Pathway from fall 2017 to fall 2018: Agriculture, Nutrition & Culinary Arts: from 3.2% to 2.9% (+1 student) Arts, Humanities & Communication: from 8.2% to 7.2% (+4 students) Business: from 10.8% to 7.3% (-2 students) Education: from 4.6% to 7.5% (+19 students) Health Sciences: from 8.1% to 10.8% (+51 students) Industrial & Transportation Technology: from 3.3% to 2.6% (+1 student) Personal & Career Exploration: from 1.4% to 1.8% (-1 student) Public Safety: from 4.9% to 4.8% (+3 students) Social & Behavioral Sciences: from 11.9% to 16% (+36 students) STEM: From 23.3% to 21.6% (+31 students) 	In-Progress
2.9	Successfully implement the Program Mapper.	1. Completion 2. Student use w/web data counter	Curriculum Co-chairs	Curriculum Catalog Task Force, Leading from the Middle Group	The Pathway Program Mapper has been successfully implemented. The focus now is on scaling up across the system and across other segments (CSU & UC).	Complete!
2.10	Increase the % of first time students who attempt 15 units during their 1st semester	Track growth in % reaching moment point	GPIT Co-Chairs	Instructional Effectiveness Dean, Director of Student Success & Equity	<ul style="list-style-type: none"> Deans and Data Coaches from all Learning & Career Pathways scheduled to deliver a presentation on this momentum point to both College Council and the Guided Pathways Implementation Team each academic year. Office of Institutional Effectiveness developed and regularly updates a Tableau page which captures this momentum point (Tableau - 15 Units: https://public.tableau.com/profile/amber.hroch#!/vizhome/GuidedPathwaysMomentumPointsbyLCP/15UnitsFirstTerm) Increased the percentage of first-time students attempting 15+ units in their first term. Massively reduced the number of FTIC students in Personal & Career Exploration from 1,207 to 280 which indicates the students remaining in this Learning & Career Pathway are declaring their programs of study earlier. In addition, many Learning & Career Pathways have made notable progress to increase the percentage of students who are disproportionately impacted that attempt 15+ units in their first term. <p>Progress on this momentum point from fall 2017 to fall 2018 by Learning & Career pathway:</p> <ul style="list-style-type: none"> Agriculture, Nutrition & Culinary Arts: from 12.1% to 13.1% (+10 students) Arts, Humanities & Communication: from 13.6% to 12.3% (+9 students) Business: from 14.4% to 13.3% (+18 students) Education: from 10.4% to 12.3% (+24 students) 	In-Progress
2.11	Increase the % of first time students who attempt 30 units during their 1st year	Track growth in percentage reaching momentum point.	GPIT Co-Chairs	Instructional Effectiveness Dean, Director of Student Success & Equity	<ul style="list-style-type: none"> Office of Institutional Effectiveness developed and regularly updates a Tableau page which captures this momentum point (Tableau - 30 Units: https://public.tableau.com/profile/amber.hroch#!/vizhome/GuidedPathwaysMomentumPointsbyLCP/30UnitsFirstYear) All work to increase 15 units/term influences this metric. One year trends for 2019 will be available at the end of the spring term. However, there has been positive movement on this momentum point in the past year. From fall 2017 to fall 2018 by Learning & Career pathway: Agriculture, Nutrition & Culinary Arts: from 8.9% to 9.5% (+7 students) Arts, Humanities & Communication: from 16.6% to 11.4% (-9 students) Business: from 15.4% to 11.2% (+2 students) Education: from 10.4% to 9.9% (+14 students) Health Sciences: from 12.3% to 10% (+12 students) Industrial Technology & Transportation: from 5.9% to 6.2% (+8 students) Personal & Career Exploration: from 4.9% to 2.1% (-14 students) Public Safety: from 14.1% to 11% (-9 students) Social & Behavioral Sciences: from 16.2% to 11% (+22 students) STEM: From 18.2% to 17% (+25 students) <p>STEM made the most significant progress in volume of students with 25 more students attempting 30+ units in the first year over the last. However, Agriculture, Culinary Arts & Nutrition made the most significant progress in</p>	In-Progress
2.12	Increase the % of first time students who take 9 core pathway units in their 1st year	Track growth in percentage reaching momentum point	GPIT Co-Chairs	Instructional Effectiveness Dean, Director of Student Success & Equity	<ul style="list-style-type: none"> All work to increase 15 units/term influences this metric. 	In-Progress

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2.13	Increase number of current/returning students who have an approved comprehensive educational plan in their degree audit system (Degreeworks or Starfish) by 15%.	Using data from tracking matriculation steps in banner (SVAMSTD screen); reports from degree audit system	Dean of Student Success & Counseling	Director of Student Success & Equity CTE Program Director GPIT Co-Chairs	At the end of the Spring 2019 term, there were 14, 836 unduplicated comprehensive education plans. By the end of the Fall 2019 term, including Winter break, there were 21, 525 unduplicated plans. The number of plans increased by 6, 689 in Starfish. This represents a 45% increase in the number of current/returning students who have an approved comprehensive education plan in their degree audit system.	Complete!
Student Completion						
2.14	Implement a process whereby students are automatically awarded certificates they have earned.	Evaluate Starfish report to review and award.	Director of Enrollment Services	GPIT Co-Chairs Curriculum CTD Dean of Student Success and Counseling Dean of Institutional Effectiveness Director of Career Education	-Agriculture, Nutrition & Culinary Arts: from 8.9% to 9.5% (+7 students) We have increased the amount of certificates by using the StarFish Completion Report. We have not been able to automate the process but are still working with IT on an automated process.	In-Progress
2.15	Implement a process whereby students are automatically awarded the degrees they have earned.	Evaluate Starfish report to review and award.	Director of Enrollment Services	Curriculum CTD Dean of Student Success and Counseling Dean of Institutional Effectiveness Director of Career Education	We have increased the amount of degrees by using the StarFish Completion Report. We have not been able to automate the process but are still working with IT on an automated process.	In-Progress
2.16	Increase Baccalaureate of Science completions.	Number of awards	Dean for ITT	Instructional Effectiveness Dean	Total number of baccalaureates have nearly doubled since the program began. Though the number of graduates has remained stable the past two academic years, with the current strategies including Dual Enrollment, Early College, Rural Outreach, and Inmate Scholars Program, the number of graduates will increase even further. Currently, the case management approach to working with students and faculty in completing their educational plans and offering courses during needed semesters at needed times and within needed modality changes has been highly successful.	In-Progress
2.17	Develop MOU with transfer partner, CSUB, to establish agreement for faculty at the two institutions to develop four year templates.	Number of cooperate pathway agreements with CSUB	Director of Transfer Pathways	Curriculum, Articulation	Completed the Finish in 4 templates for 28 ADTs with CSUB. Working on other articulation with CSUs and UCs. Will begin project on UC Transfer Pathways to develop transfer MOUs to UC Merced in STEM in November 2019.	Complete!
2.18	Increase student exposure to top transfer institutions by pathway	Trips planned to top two transfer institutions per pathway, Data on student attendance to trips, Data on transfer rates/locations	Director Transfer Pathways	GPIT, EAC, Counseling	As part of our pathways work will work with faculty and affinity groups to have students meet with and explore transfer opportunities at 4 year institutions. Events and Workshops include: CSUB On-Site Admissions Day (spring), BC Transfer Day (September 2019), HBCU Caravan Tour (February 2020), UC STEM Transfer Pathways Workshops (September 2019) Over 60 colleges and universities were on campus in fall 2019 for Transfer day 2019. Replicated Transfer Day in Delano and hosting transfer events and application workshops for both CSU and UC application deadlines throughout October and November 2019.	Complete!
Strategic Direction #3 - Facilities and Technology						
Facilities						
3.1	Implementation of a campus monitoring system to improve energy usage.	100% of buildings are being measured by the monitoring system.	Director, M&O	Facilities Committee	The new system has been implemented on about 70% of existing buildings not touched by Measure J. The remaining builds will be implemented over the next few years. 100% of new buildings or remodeled buildings will include the system.	In-Progress
3.2	Complete construction of a new Veterans Center to specifically support our veteran students on the main campus.	Completed building and move-in.	Director, M&O	Facilities Committee	Complete. Veterans team has moved into the building!	Complete!
3.3	Complete construction of a new ABC building in the Campus Center on the main campus.	Completed building and move-in.	Director, M&O	College Council, Facilities Committee	Set to open Spring 2021	In-Progress
3.4	Re-finish all parking lots on main campus.	Completion paperwork in Board Docs.	Director, M&O	Facilities Committee, Director, Public Safety	Complete.	Complete!
3.5	Uncover funding partners for infrastructure development	Documented new sources of funding.	Director, M&O	Foundation, Presidents Office	A committee has developed procedures and a plan, partners are being identified	In-Progress
3.6a	Develop and document a solid waste plan across all BC sites.	Documentation of plan and posted to the Facilities Committee web site.	Director, M&O	Facilities Committee, Outreach, Foundation	planning will begin in the Fall of 2020	Not Started
3.6b	Implement a solid waste plan across all BC sites.	Documentation of plan and posted to the Facilities Committee web site.	Director, M&O	Facilities Committee, Outreach, Foundation, Marketing, Events & Scheduling	Will implement after the plan is created	Not Started
3.7a	Develop and document a recycling plan across all BC sites.	Documentation of plan and posted to the Facilities Committee web site.	Director, M&O	Facilities Committee, Outreach, Foundation	planning to begin in Fall 2020	Not Started
3.7b	Implement a recycling plan across all BC sites.	Documentation of plan and posted to the Facilities Committee web site.	Director, M&O	Facilities Committee, Outreach, Foundation, Marketing	will implement after a plan is created	Not Started
3.8	Implement charging stations throughout campus to avoid students all over floors	Survey through SGA to students. Survey to faculty and staff.	Director, M&O	SGA, Facilities, ISIT, Student Life	These are being implemented in the planning of our new or remodeled buildings.	In-Progress
Technology						
3.9	Provide strong wireless access in all internal spaces on the main campus.	Completed heat map showing wireless coverage in all areas.	Director, Information Technology	ISIT	Complete.	Complete!
3.10	Install surveillance security cameras across campus that are monitored by public safety.	Provide map showing locations of all security cameras.	Director, Public Safety	Facilities, ISIT, Public Safety, Student Life	Waiting on Measure J project and funding.	Not Started
3.11	Develop computer lab standards document that identifies minimum desktop space required in computer labs for student materials.	Computer lab standards document posted on ISIT web site.	Director, Information Technology	Facilities, ISIT	Still working on this, will be complete in fiscal 2020-2021	In-Progress
3.12	Analyze and document usage of the computer labs on all BC sites to determine whether more labs are needed.	Documented analysis posted on ISIT web site.	Director, Information Technology	ISIT	Not started	Not Started
3.13	Develop an instructional software needs process for determining software installed in instructional computer labs.	Track upgrade costs, effectiveness, student success, staff engagement	Director, Information Technology	ISIT, College Council	The ISIT committee brainstormed on some improvements for the process. Some of those improvements are already in place. Additional improvements will roll out in the future but are dependent on other committees.	Complete!
3.14	Develop and document plan for providing internet access for classes held on non-BC sites.	Documentation of plan and posted to ISIT web site.	Director, Information Technology	ISIT	Plan for all intents and purposes is complete, just need to finish documenting.	In-Progress

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3.15	Implement plan for providing internet access for classes held on non-BC sites.	Documentation of plan and posted to ISIT web site.	Director, Information Technology	ISIT	Plan for all intents and purposes is complete, using the plan to implement for all of our various new sites.	In-Progress
3.16	Enhance the process for assessing technology, textbooks and add-ons used by the college.	Document the enhanced process and posted on Accessibility Taskforce web site.	Director of DSPS	ISIT, Accessibility Taskforce	This is still in progress.	In-Progress

Strategic Direction #4 - Leadership and Engagement

Leadership						
4.1	Develop an online faculty 101 "course" by May, 2019.	Complete and implement course during 2018-19. Documented in Canvas, measure participation rates.	Dean, Academic Technology	Academic Technology Staff & Faculty, ISIT	Complete.	Complete!
4.2	Implement Program Review within eLumen.	Looking for 100% completion rate and feedback from participants	Co-chairs of Program Review	Program Review Committee, AIQ	Complete. We're in our second full Program Review cycle using eLumen for and are implementing the comprehensive program review this cycle. We've created program specific program reviews for relevancy. Plus we learned so much from the first cycle, we got this one out earlier and cloned it for all.	Complete!
4.3	Implement Strategic Planning component of eLumen.	Module started	Curriculum Co-chairs	Strategic Planning	Same as 4.2	
4.4	Provide oversight of the board policy adoption process	Regular reports to College Council and Academic Senate	Academic Senate President	College Council	For AY 2019-20 Chapters 1 and 2 of the Board Policy Manual was reviewed, updated, and approved by the Board of Trustees.	In-Progress
4.5	Review and monitor campus standing committees, including review of committee charges on an annual basis.	To administer the annual review and revision of each standing committee charge. The review process starts each Fall semester (first meeting). To monitor the appointments of committee membership status outlined in the charge. Title 5 & BP Section 6; 10+1 District and College governance structures, as related to faculty roles	Academic Senate President	College Council	For Ay 2019-20 all standing committee charges have been reviewed. Eight (8) standing committees submitted updates which were approved by the Academic Senate and College Council. Bi-monthly the Academic Senate approves faculty appointments to such committees. An active committee membership list is based within the Academic Senate office.	In-Progress
Engagement						
4.6	Measure end user satisfaction with COLLEGE services annually and publish results on AIQ Committee page.	Annual College and District Surveys	AIQ Committee co-chairs	Institutional Effectiveness	The survey was administered for Academic Year 2019-2020.	In-Progress
4.7	Measure end user satisfaction with DISTRICT services annually and publish results on AIQ Committee page.	Annual College and District Surveys	AIQ Committee co-chairs	Institutional Effectiveness	In fall, 2019, the survey was distributed to the campus community. The results were compiled and shared with the Academic Senate, College Council, and with the general public through the AIQ homepage.	Complete!
4.8	Provide annual required BC specific training (safety, FERPA, etc)	HR to track Survey employees	HR Manager	College Council		In-Progress
4.9	Engage new classified employees by providing BC specific orientation within 1st month of hire	Survey new classified employees HR to track	HR Manager	College Council	In conjunction with the Professional Development team, developed a new employee orientation along with a first year training. The first session has already kicked off and the program is under way.	Complete!
4.10	Implement technology based professional development training for faculty	Track faculty participation in PD training. Track use of skills in classroom.	Dean, Academic Technology	ISIT	Some work done. Additional work needed. Badges and pathways partially implemented. Waiting on access to some external training sites and materials.	In-Progress
4.11	Increase job development services outside main campus	Staff schedule for job development	Program Manager, Job Placement	Director of Rural Initiatives	Services have been increased but due to COVID19 shelter in place order we have went to a virtual services. Goal will continue as in-progress.	In-Progress
4.12	Improve emergency communications	On campus emergencies are communicated within 5 minutes	Director, Public Safety	Safety Committee, Student Life	Blackboard connect was established and protocols and messages are being developed. Also, new phone system will be installed this summer for on-campus paging.	In-Progress
4.13	Increase support for online faculty	Training/Flex, support troubleshooting issues etc.	Dean, Academic Technology		We have developed and launched additional support courses for faculty, and added an additional Educational Media Design Specialist.	Complete!
4.14a	Update professional development plan.	Documented plan posted to the PDC web site.	Dean, Academic Technology	PDC	Plan will be posted by May 2020	In-Progress
4.14b	Implement professional development plan.	Documented plan posted to the PDC web site.	Dean, Academic Technology	PDC	Plan will be posted by May 2020	Not Started

	Fall 2019	Spring 2020
Not-Started	10	7
In-Progress	39	34
Complete!	15	23
Total=	64	64

