

I Access to Higher Education

A Create accessible graduate education in every region of the state

- 1 Provide citizens access to stable and continuing graduate-level programs in every region of the state

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing	\$56,700.00	\$30,289.00					
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Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Partner with other higher education institutions to provide access to additional on-campus baccalaureate and graduate programs.	2001-02	2006-07	Ongoing	
2 Hire Dean of Transfer Programs to coordinate collaborative programs.	2001-02	2001-02	Pending Funding	
3 Continue to offer access to Adult Technical Education graduate program on campus.	2001-02	2006-07	Ongoing	
4 Continue to offer access to BSN and MSN graduate program on campus.	2001-02	2006-07	Ongoing	
5 Continue to offer access to the baccalaureate and master level programs in business.	2001-02	2006-07	Ongoing	
6 Hire Administrative Secretary for the Dean of Transfer Programs.	2002-03	2002-03	Pending Funding	

I Access to Higher Education

B Enhance role of higher education in preparing public school students for college

- 1 Inform public school students, their parents and teachers of the academic preparation that students need to be prepared adequately to succeed in their selected fields of study and career plans

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing							
Other							

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Review/revise the recruitment plan.	2001-02	2006-07	Ongoing	
2	Promote college-wide employee participation in recruitment	2001-02	2006-07	Ongoing	
3	Develop academic preparation information packet for students, parents, teachers.	2001-02	2006-07	Ongoing	
4	Develop and implement systematic plan for information distribution.	2001-02	2006-07	Ongoing	

I Access to Higher Education

B Enhance role of higher education in preparing public school students for college

- 2 Assist in focusing instructional programs in the public schools so that the students enrolling in post-secondary education are adequately prepared

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing	\$50,786.00						
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Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Review and revise placement standards.	2001-02	2001-02		
2 Hire Institutional Researcher	2001-02	2001-02	Pending Funding	
3 Develop a usable database and mechanisms to provide feedback to principals and teachers on specific college entry requirements.	2001-02	2001-02		
4 Provide in-service programs for public school teachers and administrators.	2002-03	2002-07	Ongoing	
5 Continue to provide training in WV Tech Prep Associate Degree seamless curriculum project.	2001-02	2006-07	Ongoing	
6 Provide ACT workshops for high school students in the service district.	2001-02	2006-07	Ongoing	

I Access to Higher Education

B Enhance role of higher education in preparing public school students for college

3 Provide opportunities for advanced high school students to take college courses prior to graduation from high school

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing	\$41,535.00		\$41,535.00				
Other	\$40,000.00						

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Increase number and type of dual credit offerings for qualified students.	2001-02	2006-07	Ongoing	
2 Increase number of college credit course offerings for qualified students at alternative locations	2001-02	2006-07	Ongoing	
3 Increase awareness of Advanced Placement opportunities.	2001-02	2006-07	Ongoing	
4 Identify pool of qualified high school teachers who can teach dual credit/college courses.	2001-02	2006-07	Ongoing	
5 Work with colleges and universities to provide discipline specific master's programs in our region to qualify teachers to deliver dual/college credit courses in specific disciplines	2001-02	2006-07	Ongoing based on identified need	
6 Pursue grant to fund interactive video classrooms for all area high schools	2001-02	2006-07	Ongoing	

I Access to Higher Education

B Enhance role of higher education in preparing public school students for college

7	Hire appropriate instructional personnel.	2001-02	2006-07	Pending Funding
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I Access to Higher Education

C Improve educational and training opportunities and transferability of credit

- 1 Provide access for all West Virginians, whether traditional or non-traditional students, displaced workforce or those currently employed to post-secondary education opportunities through community and technical colleges, colleges, and universities

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing							
Other				\$93,000.00	\$93,000.00	\$93,000.00	

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Identify community accessibility needs.	2001-02	2006-07	Ongoing	
2 Pursue grants to fund interactive video classrooms for all area high schools (duplicate).	2001-02	2006-07	Ongoing	
3 Establish a video conferencing center.	2004-05	2006-07	Ongoing	

I Access to Higher Education

C Improve educational and training opportunities and transferability of credit

- 2 Provide greater access and capacity to deliver technical education, workforce development and other higher education services to place-bound adults.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing	\$41,535.00	\$41,535.00					
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Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Hire Instructional Technology Specialists (2) to assist in the integration of technology into course delivery	2001-02	2002-03 (1) 2002-03	Pending Funding	
2 Increase educational services offered for place-bound adults at off-campus locations.	2002-03	2006-07	Ongoing	

I Access to Higher Education

C Improve educational and training opportunities and transferability of credit

3 Improve transferability of credits and completion rates of associate or higher level degrees

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Hire Dean of Transfer Programs to coordinate collaborative programs (duplicate activity).	2001-02	2001-02	Pending Funding	
2	Identify and develop new articulation agreements with post-secondary institutions.	2001-02	2006-07	Ongoing	
3	Collaborate with Eastern West Virginia Community and Technical College in offering the Associate in Individualized studies. (Duplicate)	2001-02	2006-07	Ongoing	
4	Identify and develop articulation agreements with secondary vocational-technical centers.	2001-02	2006-07	Ongoing	

I Access to Higher Education

D Inform public of higher education costs and improve financial aid program

- 1 Set tuition and fee levels for in-state students that are competitive with those of peer institutions and set tuition and fee levels for out-of-state students at a level which at least covers the full cost of instruction.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Review in-state tuition levels as compared to selected peer institutions and adjust as approved by the Higher Education Policy Commission.	2001-02	2006-07	Ongoing	
2	Review instructional cost per student.	2001-02	2006-07	Ongoing	
3	Review out-of-state tuition levels and adjust to cover full cost as approved by Higher Education Policy Commission.	2001-02	2006-07	Ongoing	

I Access to Higher Education

D Inform public of higher education costs and improve financial aid program

2 Provide assistance to overcome financial barriers

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Review student cost-of-attendance budgets.	2001-02	2006-07	Ongoing	
2 Improve financial aid awarding process/timeline.	2001-02	2006-07	Ongoing	
3 Expand scholarships and other financial aid availabilities.	2001-02	2006-07	Ongoing	
4 Increase fund raising efforts for scholarships.	2001-02	2006-07	Ongoing	
5 Market scholarship/financial aid opportunities.	2001-02	2006-07	Ongoing	

// Academic Outcomes

A *Create independently accredited community and technical colleges in every region of state*

- 1 Create independently accredited community and technical colleges in every region of the state, to the extent possible, that meet local educational needs.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Complete self-study in accordance within NCA rules and procedures.	2001-02	2002-03	In Progress	

// Academic Outcomes

A *Create independently accredited community and technical colleges in every region of state*

2 Provide or broker the services necessary to address local educational needs, making maximum use of the existing infrastructure

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Identify local/regional educational needs.	2001-02	2006-07	Ongoing	
2	Develop institutional programs to meet identified needs where feasible.	2002-03	2006-07	Ongoing	
3	Create partnerships with colleges and universities to broker programs and services needed.	2001-02	2006-07	Ongoing	
4	Collaborate with Eastern West Virginia Community and Technical College in offering the Associate in Individualized Studies degree.	2001-02	2006-07	Ongoing	

// Academic Outcomes

B Enhance higher education teaching effectiveness and student learning through assessment

- 1 Participate in teacher education related to teaching within a subject to improve teacher quality

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Obtain data on teacher "shortage" areas.	2001-02	2006-07	Ongoing	
2	Review University Parallel Program in education concentrations (elementary and secondary).	2001-02	2006-07	Ongoing	
3	Review/expand/update 2+2 programs in education for in-state and out-of-state colleges.	2001-02	2006-07	Ongoing	
4	Provide credit courses for teaching certification renewal.	2002-03	2006-07	Ongoing	
5	Incorporate teacher shortage information into institutional marketing plan	2001-02	2006-07	Ongoing	

II Academic Outcomes

B *Enhance higher education teaching effectiveness and student learning through assessment*

- 2 Use admission and exit standards for students, professional staff development, program assessment and evaluation, and other incentives to improve teaching and learning

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Complete the general education skills assessment matrix.	2001-02	2001-02		
2	Approve assessment measures for all certificate and degree programs.	2001-02	2006-07	Ongoing	
3	Provide assessment data feedback to all faculty.	2001-02	2006-07	Ongoing	
4	Establish admission standards for programs where appropriate.	2001-02	2006-07	Ongoing	
5	Establish occupational specific exit exams where available.	2002-03	2002-03		
6	Review/refine instructional policies and procedures for professional development.	2001-02	2001-02		
7	Maintain established program review procedures	2001-02	2006-07	Ongoing	

// Academic Outcomes

B Enhance higher education teaching effectiveness and student learning through assessment

8	Provide development for faculty to upgrade/maintain technical skills in high demand technical programs.	2001-02	2006-07	Ongoing
9	Provide rewards for faculty for curriculum development and learning.	2001-02	2006-07	Ongoing
10	Review/Revise and/or develop Interactive Classroom (ICR) policies and procedures to improve teaching/learning	2001-02	2001-02	
11	Maintain a system for monitoring consistent course syllabi, curriculum and grading standards	2001-02	2006-07	Ongoing

// Academic Outcomes

C Improve overall higher education experience and qualifications of students

- 1 Ensure that higher education is student friendly and provides students the assistance needed to complete degrees in a timely way.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing	\$77,816.00	\$77,816.00					
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Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Develop a system to identify, monitor and assist at risk students.	2003-04	2006-07		
2 Create a multicultural atmosphere that promotes diversity within the student populations.	2001-02	2006-07	Ongoing	
3 Evaluate/expand student services and establish a "Student Services Center" to provide testing, advising, career exploration, tutoring, referring, and job placement services.	2001-02	2006-07	Ongoing	
4 Implement a scheduling process with appropriate measures that provide effective feedback to faculty for curriculum improvement	2001-02	2006-07	Ongoing	
5 Clarify and promote options for non-traditional credit.	2002-03	2006-07		
6 Utilize facilities efficiently.	2001-02	2006-07	Ongoing	
7 Secure transfer data from the Higher Education Policy Commission and individual public institutions.	2001-02	2006-07	Ongoing	

// Academic Outcomes

C *Improve overall higher education experience and qualifications of students*

8	Implement process to enhance and prioritize academic support needed.	2001-02	2006-07	Ongoing
9	Collect data on retention, completion (graduation), and transfer rates.	2001-02	2006-07	Ongoing
10	Implement and monitor a system for career counseling and student advising.	2001-02	2006-07	Ongoing
11	Review orientation and welcome activities.	2001-02	2006-07	Ongoing
12	Reestablish intramural activities for students.	2004-05	2006-07	Ongoing
13	Ensure child care is available on or near each campus.	2001-02	2006-07	Ongoing
14	Hire appropriate personnel for expanding student services and establishing Student Services Center.	2001-02	2002-03	Pending Funding

// Academic Outcomes

C Improve overall higher education experience and qualifications of students

- 2 Prepare college graduates to meet or exceed national and international standards for skill levels in reading, oral and written communications, mathematics, critical thinking, science and technology, research and human relations

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Continue to administer CAAP and Work Keys.	2001-02	2006-07	Ongoing	
2 Include identified SCANS skills in appropriate programs.	2002-03	2006-07	Ongoing	
3 Locate source for national and international standards for general and specific field skills and apply where appropriate.	2001-02	2006-07	Ongoing	
4 Refer entering students to developmental English or Math as indicated by placement test scores.	2001-02	2006-07	Ongoing	
5 Collect data on Southern student passage rates on PPST.	2002-03	2006-07	Ongoing	

// Academic Outcomes

C *Improve overall higher education experience and qualifications of students*

- 3 Prepare college graduates to meet or exceed national and international standards for performance in their fields through national accreditation of programs and through outcomes assessment of graduates

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Review and pursue accreditation for other programs where applicable.	2001-02	2006-07	Ongoing	
2	Pursue the licensure/certification exam opportunities where applicable.	2001-02	2006-07	Ongoing	
3	Select appropriate licensure/certification exams and incorporate into program assessment.	2001-02	2006-07	Ongoing	

// Academic Outcomes

D Improve productivity and compensation of faculty, staff, and administrators

- 1 Compensate faculty, staff, and administrators on a competitive level with peer institutions to attract and keep quality personnel at state institutions of higher education

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing							
Other	\$421,959.00	\$197,771.00	\$203,572.00	\$209,080.00	\$214,752.00	\$220,173.00	

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Conduct annual market analysis of faculty salary levels at peer institutions. Include SREB averages as a component in market information.	2001-02	2006-07	Annually	
2 Establish equitable faculty salary schedule.	2001-02	2006-07	Annually	
3 Establish reasonable/equitable salary administration policy.	2001-02	2006-07	Annually	
4 Conduct annual market analysis of staff salary levels at peer institutions. Submit results of HEPC to use as component in market studies conducted for higher education system.	2001-02	2006-07	Annually	
5 Conduct annual market analysis of administrative salaries at peer institutions. Use results for comparison when establishing administrative salaries.	2001-02	2006-07	Annually	
6 Develop and implement a faculty merit pay program.	2001-02	2006-07	Annually	

// Academic Outcomes

D Improve productivity and compensation of faculty, staff, and administrators

7	Attract quality personnel by offering a competitive entry salary.	2001-02	2006-07	Annually
8	Keep quality personnel based on standard job satisfaction indicators and reasonable assignment of position responsibilities and support staff. Establish staffing formula for institution based not only on FTE enrollment, but also on functions required of an accredited community and technical college.	2002-03	2006-07	Annually
9	Maintain equitable salary levels (salary increases).	2001-02	2006-07	Pending Funding

// Academic Outcomes

D Improve productivity and compensation of faculty, staff, and administrators

2 Ensure that faculty are more productive than those in peer institutions while maintaining education quality

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Reallocate human, physical, and financial resources where appropriate to accomplish goals and mission of the institution.	2001-02	2006-07	Ongoing	
2	Transition to non-traditional competency-based instructional delivery methods. Teach to master competencies regardless of seat time and award credit based on mastery of competencies.	2002-03	2006-07		
3	Increase course offerings via interactive classroom.	2002-03	2006-07	Ongoing	
4	Increase number of Web based on-line courses offered.	2002-03	2006-07	Ongoing	
5	Increase number of HEITV course offerings.	2002-03	2006-07	Ongoing	
6	Although the state average is 19:1; analyze individual faculty/student ratio to maintain and improve where possible.	2001-02	2006-07	Ongoing	
7	Increase course section minimum enrollments that allows a course/section to be taught.	2001-02	2006-07	Ongoing	

/// Coordinated Higher Education Delivery System

A Collaborate with public schools to improve education at all levels

- 1 Collaborate, coordinate and interact with public education on the development of seamless curriculums in technical preparation programs of study between the secondary and post-secondary levels

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Hire Dean of Transfer Programs to coordinate collaborative programs with secondary education (duplicate).	2001-02	2001-02	Pending Funding	
2	Review, update and expand existing articulation agreements with four-year colleges.	2001-02	2006-07	Ongoing	
3	Review, update and expand articulation agreements with vocational schools.	2001-02	2006-07	Ongoing	
4	Develop additional 2+2 Agreements in technical programs.	2001-02	2006-07	Ongoing	
5	Participate in Tech Prep Associate Degree (TPAD), School-to-Work, High Schools that Work, and seamless curriculum projects.	2001-02	2006-07	Ongoing	
6	Establish quarterly meetings of Southern administration with county Superintendents and/or designees.	2001-02	2006-07	Ongoing	

III Coordinated Higher Education Delivery System

B Develop entrepreneurial approach to program delivery

- 1 Develop entrepreneurial skills through programs such as the rural entrepreneurship through action learning (REAL) program which include practical experience in market analysis, business plan development and operations

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Identify entrepreneurial skill programs and indicate participation levels where appropriate.	2001-02	2006-07	Ongoing	
2	Establish a youth entrepreneurial academy in all seven counties of district.	2001-02	2006-07	Ongoing	
3	Encourage incorporation of the United Unlimited Program in high schools in four counties.	2002-03	2006-07	Ongoing	
4	Offer NEX level entrepreneurial training program.	2001-02	2006-07	Ongoing	
5	Develop connection between secondary schools and youth organizations with Small Business Development Center Entrepreneurial program.	2001-02	2006-07	Ongoing	
6	Establish relationships with Chambers of Commerce to establish programs that will involve high school students in entrepreneurial skill development competitions.	2001-02	2006-07	Ongoing	

III Coordinated Higher Education Delivery System

B Develop entrepreneurial approach to program delivery

2 Use technology more effectively to reach students at a variety of geographic locations

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing							
Other	\$188,667.00	\$180,667.00	\$176,667.00	\$172,667.00	\$164,667.00	\$164,667.00	

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Provide on-line registration.	2003-04	2006-07		
2	Provide Southern employees with additional training for use of technology.	2001-02	2006-07	Ongoing	
3	Develop and implement an incentive system for faculty offering technologically delivered courses.	2002-03	2006-07	Develop 2001-02	
4	Increase number of technologically delivered courses (interactive classroom, web based, SATNET, HEITV, ...)	2001-02	2006-07	Ongoing	
5	Explore other distance learning opportunities.	2001-02	2006-07	Ongoing	
6	Market courses through Southern Regional Electronic Campus.	2003-04	2006-07	Ongoing	
7	Explore lease/purchase options to provide student access to lap top computers.	2001-02	2006-07	Ongoing	

III Coordinated Higher Education Delivery System

C *Collaborate with other institutions to eliminate unnecessary program duplication and improve coordinated*

- 1 Use program review to assess necessary duplication to maintain geographic access to programs while eliminating unnecessary duplication

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing	\$56,700.00						
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Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Complete review of each program on the five-year cycle.	2001-02	2006-07	Per Schedule	
2 Review academic programs and identify primary locations for offering.	2001-02	2006-07	Ongoing	
3 Review enrollment and graduation rates in all academic programs.	2001-02	2006-07	Ongoing	
4 Phase out under-utilized and unnecessary academic programs.	2001-02	2006-07	Based on Enrollment and Needs Assessment	
5 Increase number of technologically delivered courses (interactive classroom, web based, SATNET, HEITV) to reduce duplication.	2001-02	2006-07	Ongoing	
6 Involve Dean of Transfer Programs in the development of 2+2 programs available through technology-based delivery systems.	2001-02	2006-07	Ongoing	

/// Coordinated Higher Education Delivery System

C Collaborate with other institutions to eliminate unnecessary program duplication and improve coordinated

7	Expand "joint" academic programs offered through partnerships with technical schools.	2001-02	2006-07	Ongoing
8	Hire Instructional Technology Specialists to assist faculty in development of technology enhanced/delivered courses (duplicate).	2001-02	2002-03 (1) 2002-03	Pending Funding

/// Coordinated Higher Education Delivery System

D *Create a system that is more seamless and user friendly*

- 1 Enhance motivation of students to take advantage of available opportunities by making the system more seamless and user friendly

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Expand course by course and program articulation agreements with secondary and post-secondary institutions.	2001-02	2006-07	Ongoing	
2	Improve "customer service" provided.	2001-02	2006-07	Ongoing	
3	Administer customer satisfaction survey to determine current levels of customer satisfaction.	2001-02	2006-07	Bi-annually	
4	Strengthen relationships with public schools, state Human Resource Investment Council and other state and community-based service agencies.	2001-02	2006-07	Ongoing	
5	Identify services and programs provided through other sources available in the service district.	2001-02	2006-07	Ongoing	
6	Be a conduit for providing information regarding sources/services available.	2001-02	2006-07	Ongoing	
7	Expand information available on non-traditional credit for prior learning.	2001-02	2006-07	Ongoing	

III Coordinated Higher Education Delivery System

E Promote elements of citizenship and public service in curriculum

- 1 Prepare students to practice good citizenship and to compete in a global economy in which good jobs require an advanced level of education and skills.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing			\$41,535.00				
Other							

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Inform students of importance of life-long learning as related to the global economy and job advancement.	2001-02	2006-07	Ongoing	
2	Track number of students who obtain certificates and/or associate degrees and move to next educational level.	2001-02	2006-07	Ongoing	
3	Track enrollment in non-credit and credit-based "skill enhancement" offerings.	2001-02	2006-07	Ongoing	
4	Encourage student participation in Harmony Week, APPALREAD, etc.	2001-02	2006-07	Ongoing	
5	Provide more foreign language instruction.	2002-03	2006-07		
6	Hire appropriate instructional personnel.	2002-03	2006-07		

III Coordinated Higher Education Delivery System

E *Promote elements of citizenship and public service in curriculum*

- 2 Include elements of citizenship development across the curriculum in core areas, including practical applications such as community service, civic involvement and participation in ;charitable organizations and in the many opportunities for the responsible exercise of citizenship that higher education institutions provide.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Identify courses and programs that include citizenship, community service, and/or civic involvement components	2001-02	2002-03		
2	Review, and revise if necessary, academic programs to integrate community service and/or civic involvement components.	2001-02	2006-07	Ongoing	
3	Establish community service component within scholarship programs where applicable.	2001-02	2006-07		
4	Develop a student-mentoring program.	2001-02	2006-07		

III Coordinated Higher Education Delivery System

E *Promote elements of citizenship and public service in curriculum*

3 Provide students opportunities for internships, externships, work study

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

\$71,259.00

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Identify existing academic programs that include internships or work-based learning experiences.	2001-02	2001-02		
2	Review and revise all programs to integrate internships or work-based learning components.	2001-02	2006-07	Ongoing	
3	Establish work study opportunities in additional community-based locations.	2001-02	2006-07		
4	Employ Co-op Education Coordinator	2006-07	2006-07	Pending Funding	
5	Employ Co-op Education Support Staff	2006-07	2006-07	Pending Funding	

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

1 Clarify institutional missions and shift resources to programs which meet the current and future workforce needs of the state

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing	\$38,908.00	\$38,908.00	\$38,908.00				
Other	\$20,000.00	\$25,000.00	\$25,000.00	\$25,000.00	\$45,000.00	\$45,000.00	0

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Review and clarify institution mission statement if needed.	2001-02	2006-07	Annually	
2	Develop and implement comprehensive marketing plan to market programs and courses.	2002-03	2006-07	Develop 2001-02	
2	Identify new academic programs to meet workforce needs (i.e. telecomm, graphic arts...).	2001-02	2006-07	Ongoing	
3	Assess non academic training needs for service district.	2001-02	2006-07	Ongoing	
4	Identify current and future program resource needs.	2001-02	2006-07	Ongoing	
5	Align programs to meet needs of business and industry.	2001-02	2006-07	Ongoing	
6	Aggressively pursue external funding opportunities from private and public sources.	2001-02	2006-07	Ongoing	

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

7	Review budgeting process to ensure allocation of resources to programs which meet current and future workforce needs.	2001-02	2006-07	Ongoing
8	Increase marketing of workforce training, continuing education, certificate and degree program opportunities.	2001-02	2006-07	Ongoing/Pending Funding
9	Hire Business analysts (3).	2001-02	2003-04	Pending Funding

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

2 Provide quality technical education and skill training

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility					\$240,000.00		
Staffing	\$51,975.00	\$51,975.00	\$51,975.00	\$51,975.00	\$93,510.00	\$51,975.00	
Other					\$100,000.00		

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Define and establish appropriate business partnerships to address the educational needs of the business community.	2002-03	2006-07	Define 2001-02	
2	Identify technology deficiencies in all programs and courses.	2001-02	2006-07	Ongoing	
3	Develop plan of action to eliminate technology deficiencies in courses and programs.	2002-03	2006-07	Ongoing	
4	Explore and provide optional course and program delivery methods.	2002-03	2006-07	Explore 2001-02	
5	Implement program summative evaluation for each AAS/Certificate program.	2002-03	2006-07	Ongoing	
6	Provide student opportunities for internship, externship, work study as expected in III.E.3.	2001-02	2006-07	Ongoing	
7	Enhance and/or expand the current programs/services being offered to meet needs of business and industry.	2001-02	2006-07	Ongoing	

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

8	Expand professional development programs to meet business and industry requirements and address general community education needs.	2001-02	2006-07	Ongoing
9	Increase community interest and cultural opportunities.	2001-02	2006-07	Ongoing
10	Recruit and employ qualified faculty, training staff and/or contractors for all identified programs.	2001-02	2006-07	Ongoing
11	Establish a Robert C. Byrd Institute (RCBI) mini lab (building, equipment, supplies).	2005-06	2006-07	Pending Funding

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

- 3 Focus resources on programs that offer students the best opportunities to get jobs and the best opportunity to support job creation and retention in the state.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Utilize business partnerships to analyze workforce needs (current and future).	2001-02	2006-07	Ongoing	
2	Create/revise/terminate credit and non-credit programs to raise instructional levels to workforce standards and meet identified needs.	2001-02	2006-07	Ongoing	
3	Develop system to track graduate job placement rates and salary levels.	2002-03	2006-07	Ongoing	
4	Expand utilization of WorkKeys assessment tools for business and industry.	2002-03	2006-07	Ongoing	
5	Market awareness of WorkKeys assessment tools available.	2001-02	2006-07	Ongoing	
6	Increase activity of small business development centers assisting small businesses for retention and expansion.	2001-02	2006-07	Ongoing	
7	Research, develop and implement potential hospitality, tourism, and service industry credit and non-credit programs or courses.	2001-02	2006-07	In Progress	

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

8	Implement targeted new allied health programs in respiratory care and physical therapy assistant.	2001-02	2006-07	In Progress
9	Review, adjust and implement changes to current Criminal Justice program to meet changing industry needs.	2002-03	2006-07	In Progress

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

4 Focus resources on programs supportive of West Virginia employment opportunities and the merging high-technologies industries.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Utilize business partnerships to identify potential high technology industries and training needs (telecomm, graphics arts, wood products, aquaculture, biotech, robotics).	2001-02	2006-07	Ongoing	
2	Expand opportunities for emerging high technology industry by developing, implementing, and marketing credit and non-credit programs and courses in these fields.	2001-02	2006-07	Ongoing	
3	Increase number of information technology credit and non-credit programs and courses to prepare for industry-based certifications.	2001-02	2006-07	Ongoing	
4	Partner with vocational education to offer high tech programs	2001-02	2006-07	Ongoing	
5	Investigate alternatives to attract and hire qualified faculty, training staff or contractors to meet program demands.	2001-02	2006-07	Ongoing	
6	Invest financial resources in technology-related equipment and supplies relevant to current and future industry standards.	2001-02	2006-07	Ongoing	

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

7	Expand IT program to all campus locations.	2001-02	2005-06	Ongoing
8	Participate in state wide IT program.	2001-02	2006-07	In Progress

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

- 5 Develop close linkage between higher education institutions and business, labor, government, and community and economic development organizations.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing	\$91,622.00						
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Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Identify close linkages with business, government and community and economic development organizations.	2001-02	2006-07	Ongoing	
2	Continue to improve and expand partnerships and collaborations with higher education, business, labor, government, community, and other educational entities.	2001-02	2006-07	Ongoing	
3	Develop and implement a strengthened community advisory system targeted to improve community input, involvement, awareness, and access.	2001-02	2006-07	Ongoing	
4	Cultivate business and industry partnership that correlate with training needs and potential academic programs.	2001-02	2006-07	Ongoing	
5	Lead by example a region-wide focus for economic and community development activities.	2002-03	2006-07	Ongoing	
6	Improve integration of and support to, community development initiatives.	2001-02	2006-07	Ongoing	

IV Contributions to the Economic Development of West Virginia

A *Implement institutional missions focused on the creation of an improved economy and workforce*

7	Collaboration with state public and private entities to develop an economic competitiveness plan in southern WV through Southern Partners for Education and Economic Development.	2001-02	2006-07	Ongoing
8	Review state development office plan for economic competitiveness.	2001-02	2006-07	Ongoing
9	Coordinate a regional Economic Summit.	2002-03	2006-07	Ongoing
10	Continue partnership with Rural Community College Initiative (RCCI).	2001-02	2006-07	Ongoing
11	Join WV Economic Development Council.	2001-02	2006-07	Ongoing
12	Seek memberships on all local Economic or Redevelopment boards/authorities.	2001-02	2006-07	Ongoing
13	Hire Procurement Specialist.	2001-02	2001-02	Pending Funding
14	Hire Business Training Specialist (WIA).	2001-02	2001-02	Pending Funding

IV Contributions to the Economic Development of West Virginia

B *Conduct basic and applied research that improves the economy*

- 1 Develop a capacity in higher education to conduct research that enhances West Virginia in the eyes of the larger economic and education community and to provide a basis for West Virginia improved capacity to compete in the new economy through research oriented to state needs

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
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- | | | | | |
|---|--|--|--|--|
| 1 | | | | Not applicable - Southern is not a research institution and does not conduct research. |
|---|--|--|--|--|

IV Contributions to the Economic Development of West Virginia

C *Collaborate with government agencies, employers, and public schools to create a better prepared workforce*

- 1 Collaborate, coordinate, and interact with public education (k-12) to improve the quality of education in public schools and to provide needed support to public school teachers to help make them more effective

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Survey K-12 teachers to determine workshop needs to assist with effective teaching.	2001-02	2006-07	Ongoing	
2	Provide workshops to K-12 teachers to meet identified need.	2002-03	2006-07	Ongoing	
3	Open dialog with 5th-12th grade teachers on writing skill development.	2001-02	2006-07		
4	Develop and implement a plan with K-12 teachers that improve teaching effectiveness.	2003-04	2006-07	Develop	2002-03
5	Establish support system for public teachers.	2002-03	2006-07		
6	Provide training in WV TPAD seamless curriculum project.	2001-02	2006-07	Ongoing	

IV Contributions to the Economic Development of West Virginia

C *Collaborate with government agencies, employers, and public schools to create a better prepared workforce*

- 2 Collaborate, coordinate and interact with public and post-secondary education, such as the governor's council on literacy and the state human resources investment council to promote the effective and efficient utilization of workforce investment and other funds.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing	\$41,535.00	\$78,005.00	\$36,470.00	\$36,470.00	\$36,470.00	\$78,005.00	

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Collaborate with appropriate boards to develop a statewide campaign promoting higher education programs and services.	2001-02	2006-07	Ongoing	
2	Develop a program to educate the population of importance of higher education.	2001-02	2006-07	Ongoing	
3	Identify locations of literacy-based programs.	2001-02	2006-07	Ongoing	
4	Collaborate with public schools on literacy.	2001-02	2006-07	Ongoing	
5	Build and maintain a network of literacy based programs.	2001-02	2006-07	Ongoing	
6	Assist in delivering literacy programs to remote locations.	2002-03	2006-07	Ongoing	
7	Increase marketing of literacy-based programs (APPALREAD, Talent Search, GED).	2001-02	2006-07	Pending Funding	

IV Contributions to the Economic Development of West Virginia

C Collaborate with government agencies, employers, and public schools to create a better prepared workforce

8	Strengthen relationship with WIA Boards and provide active participation on boards.	2001-02	2006-07	Ongoing
9	Increase staffing for instructional programs.	2001-02	2006-07	Pending Funding

IV Contributions to the Economic Development of West Virginia

C *Collaborate with government agencies, employers, and public schools to create a better prepared workforce*

- 3 Provide greatly improved access to information and services for individuals and employers on education and training programs, financial assistance, labor markets and job placement.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility							
Staffing			\$38,908.00	\$69,197.00	\$30,289.00	\$30,289.00	
Other						\$220,000.00	

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Identify information access locations and services for individuals and employers.	2001-02	2006-07	Ongoing	
2	Review economic indicators and job forecasts and make information available to the public.	2001-02	2006-07	Ongoing	
3	Expand number of information distribution points.	2002-03	2006-07	Ongoing	
4	Expand student services to improve access to financial assistance and career planning/job placement services.	2003-04	2005-06	Pending Funding	
5	Active participation in one-stop shops (place an employee at each one stop shop in service area).	2001-02	2006-07	Ongoing	
6	Develop and market college's ability to deliver customized training.	2002-03	2006-07	Ongoing	
7	Provide customized training programs in response to employer needs.	2003-04	2006-07	Ongoing	

IV Contributions to the Economic Development of West Virginia

C Collaborate with government agencies, employers, and public schools to create a better prepared workforce

8	Activate a Mobile Educational and Evaluation Training Unit (MEET).	2006-07	2006-07	Pending Funding
9	Employ personnel for Mobile Educational and Evaluation Training Unit (MEET) unit.	2006-07	2006-07	Pending Funding
10	Establish three small Business Administration Incubators.	2006-07	2006-07	Pending Funding

V Additional Objectives

A Create independently accredited community and technical college in every region of the state

- 1 Promote a positive internal organizational culture and climate consistent with mission and goals of community colleges to meet the needs of the district.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

	\$30,289.00						
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Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Maintain opportunities for positive and productive dialogue and communication among leadership groups.	2001-02	2006-07	In Progress	
2	Review/refine methods for ongoing communication between faculty, staff, and administration for consistent communications among campuses.	2001-02	2006-07	Ongoing	
3	Maintain a targeted public relations campaign that promotes the College as a quality , effective, harmonious and region-centered community partner.	2001-02	2006-07	Ongoing	
4	Enhance management communication and organizational culture to affect positive employee moral.	2001-02	2006-07	Ongoing	
5	Review/refine the roles of faculty senate, classified staff council, president, administration, and other individuals or groups.	2001-02	2006-07	Ongoing	
6	Define role and expectations of full-time faculty in mentoring adjuncts.	2002-03	2006-07	Ongoing	

V Additional Objectives

A *Create independently accredited community and technical college in every region of the state*

7	Promote voluntary wellness program as an integral part of institutional culture.	2006-07	2006-07	In Progress
8	Review/refine the uniform process for policy development and deployment.	2001-02	2006-07	Ongoing
9	Provide access to meeting/management training.	2001-02	2006-07	Ongoing
10	Hire administrative support position for Human Resources.	2001-02	2001-02	Pending Funding

V Additional Objectives

A *Create independently accredited community and technical college in every region of the state*

2 Develop a program to ensure institutional effectiveness.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
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Facility

Staffing

Other

Comment

	Action Plan Activities	Start Date	End Date	Status	Progress Comments
1	Assure accountability for demonstrated performance improvement.	2003-04	2006-07		
2	Review/refine the non academic organizational unit assessment plans.	2003-04	2006-07		
3	Review/refine the annual operating and capital budget process.	2001-02	2006-07	Ongoing	
4	Utilize the college wide facilities development planning process.	2001-02	2006-07	Ongoing	
5	Document and evaluate annual organizational unit review procedures.	2001-02	2006-07	Ongoing	
6	Evaluate committee meeting effectiveness.	2001-02	2006-07	Ongoing	

V Additional Objectives

B *Enhance higher education teaching effectiveness and student learning through assessment*

3 Improve the ratio of full-time to adjunct faculty to that of peer institutions.

Additional Budget Requirements

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	Comments
Facility						\$0.00	

Staffing

Other

Comment

Action Plan Activities	Start Date	End Date	Status	Progress Comments
1 Collect data from peer institutions.	2001-02	2006-07		
2 Compare ratios.	2001-02	2006-07		
3 Recommend any action needed for improvement.	2001-02	2006-07	Ongoing	