



**THE WAY  
FORWARD**

# **STRATEGIC PLAN**

[WWW.SEARK.EDU](http://WWW.SEARK.EDU)

**2022 - 2025**

# Introduction



Today, we have an opportunity to reimagine and reinvent our future. The pandemic has taught us many valuable lessons—continued flexibility is crucial, ensuring the safety of our students, faculty, and staff is paramount, and our entrepreneurial spirit is necessary for future success. SEARK’s new, three-year strategic plan, “The Way Forward” is designed to offer our community a concise and clear map on how we intend to advance our college.

- Dr. Steven Bloomberg, President

## The Way Forward is constructed using Six Pillars:

- Academic Excellence and Innovation
- The Student Experience
- Leadership, Responsible Citizenship & Organizational Development
- Workplace Environment
- Campus Infrastructure
- Commitment to Community

OUR

# VISION

Empowering Students...  
Changing Lives

&

# MISSION

SEARK College  
will build a community  
of lifelong learners  
committed to  
becoming the  
leaders of tomorrow.

# OUR VALUES

**Students**

**Safety**

**Diversity & Inclusion**

**Team**

**Integrity**

**Innovation**

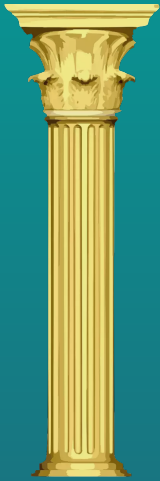
**Transparency &  
Communication**



# Six Strategic Pillars



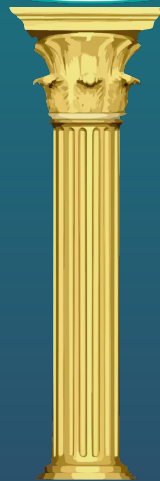
## Academic Excellence and Innovation



*SEARK College fosters a culture of engaged learning led by faculty who are experts in their chosen field, excellent classroom instructors, and dedicated to helping students overcome barriers.*



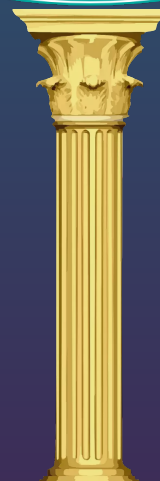
## The Student Experience



*SEARK College focuses on student success inside and outside the classroom, in a campus community that welcomes and includes all.*



## Leadership, Responsible Citizenship & Organizational Development



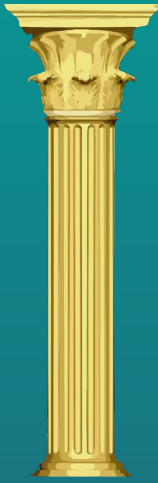
*SEARK College recognizes the ongoing importance of creating and maintaining a positive campus environment that promotes the college's responsibility in building a culture of compassion and service to others.*



# Six Strategic Pillars



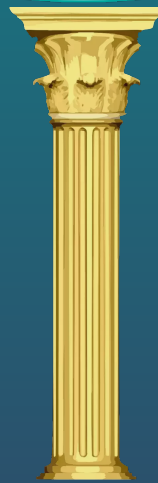
## Workplace Environment



*SEARK College strives to be the workplace of choice in southeast Arkansas – a diverse and inclusive campus community where the faculty and staff act innovatively to provide the best experience for our students. We hire, retain, and reward the best people, recognizing the effectiveness of our college depends overwhelmingly on their efforts and abilities.*



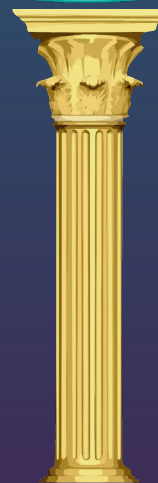
## Campus Infrastructure



*SEARK College has a responsibility to maintain and improve campus facilities and infrastructure to effectively support our academic and co-curricular activities. This includes providing state-of-the-art tools and technologies that students and staff need to be successful in the classroom and competitive in the workplace.*



## Commitment to Community



*SEARK College understands the importance of building community – both inside and outside of the campus. We will collaborate with partners to assist youth empowerment and team competitions, literacy initiatives for children and adults, community-based programming to enrich the lives of our constituents and continuing to build intentional relationships which advance the college's mission, including raising additional funds for scholarships and other campus initiatives.*

# Academic Year 2022

## Academic Excellence and Innovation

### Academic Year 2022 (July 1, 2022 – June 30, 2023)

| Action   | Due Date          | Owner   |
|--|-------------------|---|
| <ul style="list-style-type: none"> <li>Form a cross-campus committee to review and recommend a new Learning Management System (LMS) to the President.</li> </ul>                   | April 2023        | Vice President for Academic Affairs, Deans, President               |
| <ul style="list-style-type: none"> <li>Hire an Instructional Designer to improve the quality and consistency of course design for both online and in-person classes.</li> </ul>    | November 30, 2022 | Vice President for Academic Affairs, Deans                          |
| <ul style="list-style-type: none"> <li>Review current degree/certificate programs. Add at least one new degree or certificate program if sufficient demand exists.</li> </ul>      | June 30, 2023     | Vice President for Academic Affairs, Deans                          |
| <ul style="list-style-type: none"> <li>Survey faculty on desired professional development topics.</li> </ul>   | September 2022    | Vice President for Academic Affairs, Deans                          |
| <ul style="list-style-type: none"> <li>Implement professional development schedule for faculty.</li> </ul>   | October 2022      | Vice President for Academic Affairs, Deans                          |
| <ul style="list-style-type: none"> <li>Launch the “SEARK Career Center”.</li> </ul>  | July 1, 2022      | Vice President for Academic Affairs, Tech Studies Dean              |
| <ul style="list-style-type: none"> <li>Using data from the ICAT Survey and ICAT Café, set the ATD institutional priorities for FY '22.</li> </ul>                                  | September 1, 2022 | President, Vice President for Academic Affairs                      |
| <ul style="list-style-type: none"> <li>Launch 2<sup>nd</sup> Chance Pell Program.</li> </ul>   | August 15, 2022   | Vice President for Academic Affairs, 2 <sup>nd</sup> Chance Liaison |
| <ul style="list-style-type: none"> <li>Launch the “Drive to 85” drop rate important program.</li> </ul>  | August 15, 2022   | Vice President for Academic Affairs                                 |
| <ul style="list-style-type: none"> <li>Prepare a Monitoring Report on “Academic Excellence and Education” and deliver to the Board of Trustees at the May 2023 meeting.</li> </ul> | May 1, 2023       | Vice President for Academic Affairs, President                      |
| <ul style="list-style-type: none"> <li>Convene the faculty pay scale ad-hoc committee to study and recommend a new faculty pay scale for adoption.</li> </ul>                      | May 2023          | Vice President for Academic Affairs, ad-hoc committee, President    |

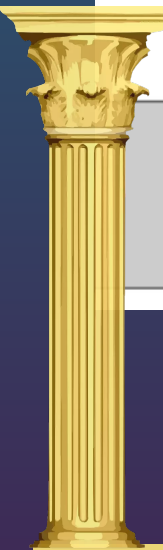


# Academic Year 2022

## The Student Experience

### Academic Year 2022 (July 1, 2022 – June 30, 2023)

| Action   | Due Date         | Owner  |
|--|------------------|--|
| <ul style="list-style-type: none"><li>Form a new, cross-collaborative campus committee to develop and implement the new “Student Recruitment Plan”.</li></ul>  | January 1, 2023  | Vice President for Student Affairs, Director of Recruitment            |
| <ul style="list-style-type: none"><li>Prepare and administer a survey for enrolled students to ascertain what type(s) of campus activities, including clubs, outside speakers, etc., they would like to see offered on campus. Survey results will be shared with President’s Cabinet and ideas implemented in January 2023.</li></ul> | October 15, 2022 | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>Conduct an audit of existing student clubs and organizations and disseminate to campus.</li></ul>  | November 1, 2022 | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>Offer an intramural basketball league for students, faculty, and staff at Seabrook.</li></ul>  | January 1, 2023  | Vice President for Student Affairs, Seabrook Coordinator               |
| <ul style="list-style-type: none"><li>Relaunch Student Government Association (SGA).</li></ul>   | January 1, 2023  | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>Plan and hold a Welcome Back to Campus student activity during the first week of the fall 2022 semester.</li></ul>   | August 15, 2022  | Vice President for Student Affairs, Director of Retention and Advising |
| <ul style="list-style-type: none"><li>Prepare a Monitoring Report on “the Student Experience” and deliver to the Board of Trustees at the March 2023 meeting.</li></ul>  | March 1, 2023    | Vice President for Student Affairs, President                          |





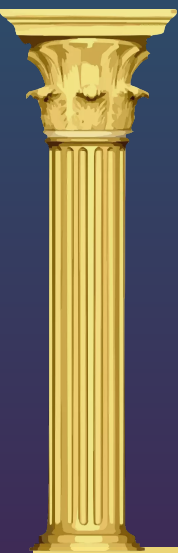


# Academic Year 2022

## Leadership, Responsible Citizenship & Organizational Development

### Academic Year 2022 (July 1, 2022 – June 30, 2023)

| Action  | Due Date            | Owner  |
|---|---------------------|--|
| <ul style="list-style-type: none"> <li>Host at least three Mental Health First Aid Responder workshops on campus.</li> </ul>                        | Fall/Spring 2022/23 | Vice President for Fiscal Affairs; Director of the Leadership Academy; Human Resources |
| <ul style="list-style-type: none"> <li>Host employability workshop.</li> </ul>  | May 30, 2023        | Vice President for Fiscal Affairs  |
| <ul style="list-style-type: none"> <li>Conduct leadership training for supervisors.</li> </ul>  | Fall/Spring 2022/23 | Vice President for Fiscal Affairs and Director of the Leadership Academy               |
| <ul style="list-style-type: none"> <li>Full review of institutional and departmental policies; propose revisions to President's Cabinet.</li> </ul> | June 30, 2023       | Vice President for Fiscal Affairs; Director of the Leadership Academy; Human Resources |
| <ul style="list-style-type: none"> <li>Increase capacity of Campus Food Pantry to serve more individuals who are food insecure.</li> </ul>          | June 30, 2023       | President's Office   |
| <ul style="list-style-type: none"> <li>Create a new meeting space on campus for student clubs and off-campus organizations.</li> </ul>              | June 30, 2023       | President's Office   |

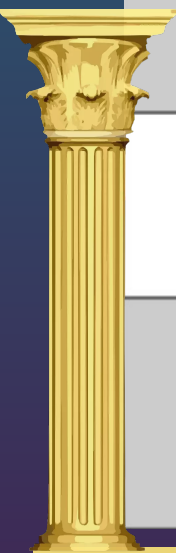


# Academic Year 2022

## Workplace Environment

**Academic Year 2022 (July 1, 2022 – June 30, 2023)**

| <b>Action</b>  | <b>Due Date</b>    | <b>Owner</b>  |
|--|--------------------|---|
| <ul style="list-style-type: none"> <li>Launch the SEARK Community Action Team (CAT). CAT members will attend at least two major events by June 30.</li> </ul>              | September 30, 2024 | President   |
| <ul style="list-style-type: none"> <li>Reinstitute the President’s Advisory Council (PAC). Hold at least four meetings.</li> </ul>   | June 30, 2023      | President   |
| <ul style="list-style-type: none"> <li>Accept quarterly nominations and name one “Shark Star” per quarter, for a total of four recipients.</li> </ul>                      | June 30, 2023      | President   |
| <ul style="list-style-type: none"> <li>Plan and implement a professional development schedule for the campus community.</li> </ul>   | September 2022     | Vice President for Fiscal Affairs, Director of the Leadership Academy |
| <ul style="list-style-type: none"> <li>Implement a recurring campus-wide communication tool.</li> </ul>  | September 2022     | President’s Cabinet   |
| <ul style="list-style-type: none"> <li>Hold a Welcome Back dinner event at Seabrook for faculty and staff during Convocation Week.</li> </ul>                              | August 2022        | Marketing and Public Relations  |
| <ul style="list-style-type: none"> <li>Hold an end of the academic year celebration for faculty and staff.</li> </ul>  | May 2023           | Marketing and Public Relations  |
| <ul style="list-style-type: none"> <li>Determine if fall enrollment meets SSCH target to warrant all-employee stipend or permanent salary adjustment.</li> </ul>           | December 2022      | President, Vice President for Fiscal Affairs                          |
| <ul style="list-style-type: none"> <li>Prepare a Monitoring Report on “the Workplace Environment” and deliver to the Board of Trustees at the May 2023 meeting.</li> </ul> | May 1, 2023        | Vice President for Fiscal Affairs, President                          |



# Academic Year 2022

## Campus Infrastructure

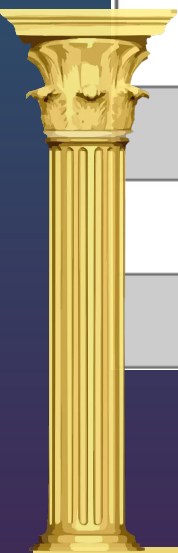
### Academic Year 2022 (July 1, 2022 – June 30, 2023)

| Action  | Due Date      | Owner  |
|---|---------------|--|
| <ul style="list-style-type: none"> <li>Implement the Performance Energy Contract.</li> </ul>  | October 2022  | Vice President for Fiscal Affairs, President               |
| <ul style="list-style-type: none"> <li>Hold groundbreaking ceremony for new Student Center and Residential Housing.</li> </ul>      | November 2022 | President, Executive Director of Institutional Advancement |
| <ul style="list-style-type: none"> <li>Create the Implementation Team who will be responsible for Ellucian SAAS upgrade.</li> </ul> | December 2022 | Executive Cabinet  |

## Commitment to Community

### Academic Year 2022 (July 1, 2022 – June 30, 2023)

| Action  | Due Date         | Owner   |
|---|------------------|---|
| <ul style="list-style-type: none"> <li>Create a non-credit schedule of community education and community interest courses with at least ten courses.</li> </ul> | November 1, 2022 | Vice President for Academic Affairs, Dean of Technical Studies, Director of Workforce Development |
| <ul style="list-style-type: none"> <li>Launch non-credit community education program with at least ten courses.</li> </ul>                                      | January 1, 2023  | Vice President for Academic Affairs, Dean of Technical Studies, Director of Workforce Development |
| <ul style="list-style-type: none"> <li>Create a minimum of two new annual student scholarships.</li> </ul>  | June 2024        | Executive Director of Institutional Advancement   |
| <ul style="list-style-type: none"> <li>Create and launch the SEARK Alumni Association.</li> </ul>   | June 2024        | Executive Director of Institutional Advancement   |
| <ul style="list-style-type: none"> <li>Hold an annual fund-raising event.</li> </ul>  | June 2024        | Executive Director of Institutional Advancement   |



# Academic Year 2022

## Campus Infrastructure

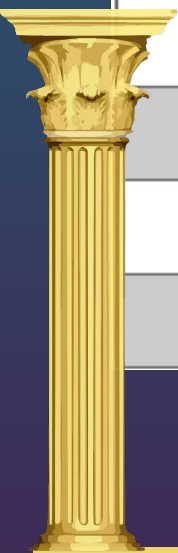
### Academic Year 2022 (July 1, 2022 – June 30, 2023)

| Action  | Due Date      | Owner  |
|---|---------------|--|
| <ul style="list-style-type: none"> <li>Implement the Performance Energy Contract.</li> </ul>  | October 2022  | Vice President for Fiscal Affairs, President               |
| <ul style="list-style-type: none"> <li>Hold groundbreaking ceremony for new Student Center and Residential Housing.</li> </ul>      | November 2022 | President, Executive Director of Institutional Advancement |
| <ul style="list-style-type: none"> <li>Create the Implementation Team who will be responsible for Ellucian SAAS upgrade.</li> </ul> | December 2022 | Executive Cabinet  |

## Commitment to Community

### Academic Year 2022 (July 1, 2022 – June 30, 2023)

| Action  | Due Date         | Owner   |
|---|------------------|---|
| <ul style="list-style-type: none"> <li>Create a non-credit schedule of community education and community interest courses with at least ten courses.</li> </ul> | November 1, 2022 | Vice President for Academic Affairs, Dean of Technical Studies, Director of Workforce Development |
| <ul style="list-style-type: none"> <li>Launch non-credit community education program with at least ten courses.</li> </ul>                                      | January 1, 2023  | Vice President for Academic Affairs, Dean of Technical Studies, Director of Workforce Development |
| <ul style="list-style-type: none"> <li>Create a minimum of two new annual student scholarships.</li> </ul>  | June 2024        | Executive Director of Institutional Advancement   |
| <ul style="list-style-type: none"> <li>Create and launch the SEARK Alumni Association.</li> </ul>   | June 2024        | Executive Director of Institutional Advancement   |
| <ul style="list-style-type: none"> <li>Hold an annual fund-raising event.</li> </ul>  | June 2024        | Executive Director of Institutional Advancement   |



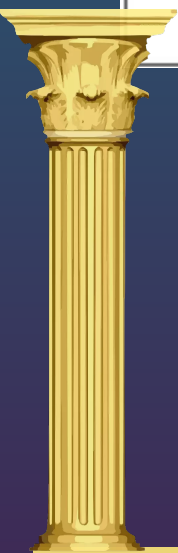


# Academic Year 2023

## The Student Experience

### Academic Year 2023 (July 1, 2023 – June 30, 2024)

| Action  | Due Date       | Owner  |
|---|----------------|--|
| <ul style="list-style-type: none"><li>• Monitor and report on the success of the new Student Recruitment Plan.</li></ul>  | June 30, 2024  | Vice President for Student Affairs, Director of Recruitment            |
| <ul style="list-style-type: none"><li>• Review and revise the Student Code of Conduct to accommodate issues that may occur with residential housing.</li></ul>  | August 1, 2023 | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>• Based upon input from the fall 2022 student survey, implement additional programming, at least one new event/activity in the fall and spring semesters.</li></ul> | June 2024      | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>• Prepare a Monitoring Report on “the Student Experience” and deliver to the Board of Trustees at the March 2024 meeting.</li></ul>                                 | March 1, 2024  | Vice President for Student Affairs, President                          |
| <ul style="list-style-type: none"><li>• Ensure SGA schedules and conducts regular meetings—at least two meeting per semester.</li></ul>   | May 2024       | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>• Plan and hold a Welcome Back to Campus student activity during the first week of the fall 2023 semester.</li></ul>  | August 2023    | Vice President for Student Affairs, Director of Retention and Advising |



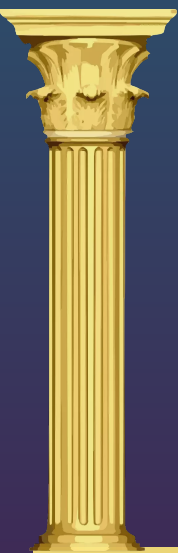


# Academic Year 2023

## Leadership, Responsible Citizenship & Organizational Development

### Academic Year 2023 (July 1, 2023 – June 30, 2024)

| Action  | Due Date     | Owner  |
|---|--------------|--|
| <ul style="list-style-type: none"><li>Implement and hold at least two Poverty-Training Simulation Workshops</li></ul> | May 2024     | Vice President for Academic Affairs, Vice President for Fiscal Affairs, and Director of the Leadership Academy |
| <ul style="list-style-type: none"><li>Launch Phase II of supervisor leadership training</li></ul>                     | August 2023  | Vice President for Fiscal Affairs and Director of the Leadership Academy                                       |
| <ul style="list-style-type: none"><li>Launch Shark Path Early College Access Program.</li></ul>                       | January 2024 | Vice President for Academic Affairs, Vice President for Fiscal Affairs, and Director of Leadership Academy     |

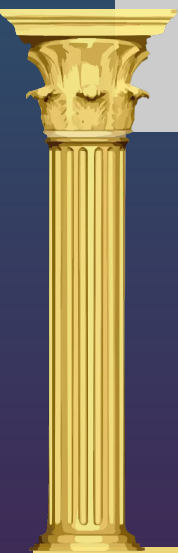


# Academic Year 2023

## Workplace Environment

### Academic Year 2023 (July 1, 2023 – June 30, 2024)

| Action   | Due Date       | Owner   |
|--|----------------|---|
| <ul style="list-style-type: none"> <li>SEARK CAT attend at least four events throughout southeast &amp; Central Arkansas.</li> </ul>                                       | June 30, 2024  | President   |
| <ul style="list-style-type: none"> <li>Hold at least four President's Advisory Council (PAC) meetings.</li> </ul>  | June 30, 2024  | President   |
| <ul style="list-style-type: none"> <li>Accept quarterly nominations and name one "Shark Star" per quarter, for a total of four recipients.</li> </ul>                      | June 30, 2024  | President   |
| <ul style="list-style-type: none"> <li>Plan and implement a professional development schedule for the campus community.</li> </ul>   | September 2023 | Vice President for Fiscal Affairs, Director of the Leadership Academy |
| <ul style="list-style-type: none"> <li>Hold a Welcome Back dinner event at Seabrook for faculty and staff during Convocation Week.</li> </ul>                              | August 2023    | Marketing and Public Relations  |
| <ul style="list-style-type: none"> <li>Hold an end of the academic year celebration for faculty and staff.</li> </ul>  | May 2024       | Marketing and Public Relations  |
| <ul style="list-style-type: none"> <li>Prepare a Monitoring Report on "the Workplace Environment" and deliver to the Board of Trustees at the May 2024 meeting.</li> </ul> | May 2024       | Vice President for Fiscal Affairs, President                          |



# Academic Year 2023

## Campus Infrastructure

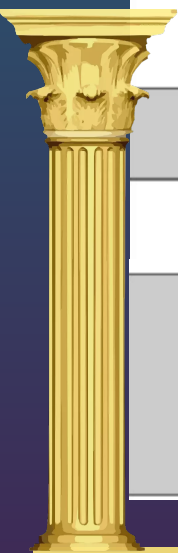
### Academic Year 2023 (July 1, 2023 – June 30, 2024)

| Action   | Due Date      | Owner   |
|--|---------------|---|
| <ul style="list-style-type: none"> <li>Finalize campus upgrades through the Performance Energy Contract.</li> </ul>  | January 2024  | Vice President for Fiscal Affairs, President  |
| <ul style="list-style-type: none"> <li>Design the prototype for a new, interactive classroom and remodel one classroom to these specifications.</li> </ul>                                       | June 30, 2023 | Vice President for Academic Affairs, Deans, Director of IT, Vice President for Fiscal Affairs |
| <ul style="list-style-type: none"> <li>Prepare for grand opening of new Student Center and Residential Housing, including ordering of furnishings, fixtures, and equipment (FF&amp;E)</li> </ul> | May 2024      | Executive Cabinet   |

## Commitment to Community

### Academic Year 2023 (July 1, 2023 – June 30, 2024)

| Action   | Due Date  | Owner   |
|--|-----------|---|
| <ul style="list-style-type: none"> <li>Create a fall and spring non-credit schedule of courses with at least fifteen courses per semester.</li> </ul>                      | June 2024 | Vice President for Academic Affairs, Dean of Technical Studies, Director of Workforce Development |
| <ul style="list-style-type: none"> <li>Launch a new, two-year scholarship campaign with the College's Foundation; raise at least \$100,000.</li> </ul>                     | June 2024 | Executive Director of Institutional Advancement, Foundation Board                                 |
| <ul style="list-style-type: none"> <li>Hold an inaugural SEARK Alumni Association event.</li> </ul>  | June 2024 | Executive Director of Institutional Advancement   |
| <ul style="list-style-type: none"> <li>Hold an annual fund-raising event.</li> </ul>   | June 2024 | Executive Director of Institutional Advancement   |
| <ul style="list-style-type: none"> <li>Prepare a Monitoring Report on "the Workplace Environment" and deliver to the Board of Trustees at the May 2024 meeting.</li> </ul> | May 2024  | Vice President for Fiscal Affairs, President  |





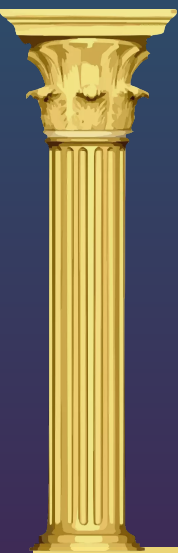


# Academic Year 2024

## Academic Excellence and Innovation

### Academic Year 2024 (July 1, 2024 – June 30, 2025)

| Action   | Due Date                         | Owner  |
|--|----------------------------------|--|
| <ul style="list-style-type: none"> <li>Working with the Director of Technology, design a model for SEARK's classroom of the future, including the use of Virtual and Augmented Reality tools.</li> </ul> | December 31, 2024                | Vice President for Academic Affairs, Deans, President, Director of Technology, Faculty |
| <ul style="list-style-type: none"> <li>Review current degree/certificate programs. Add at least one new degree or certificate program if sufficient demand exists.</li> </ul>                            | June 30, 2025                    | Vice President for Academic Affairs, Deans   |
| <ul style="list-style-type: none"> <li>Deliver a minimum of four professional development workshops for faculty.</li> </ul>  | May 2025                         | Vice President for Academic Affairs, Deans   |
| <ul style="list-style-type: none"> <li>Review progress of the "Drive to 85" retention initiative and recommend appropriate changes.</li> </ul>   | December 31, 2024 & May 30, 2025 | Vice President for Academic Affairs, Deans   |
| <ul style="list-style-type: none"> <li>Prepare a Monitoring Report on "Academic Excellence and Education" and deliver to the Board of Trustees at the May 2025 meeting.</li> </ul>                       | May 1, 2025                      | Vice President for Academic Affairs, President   |



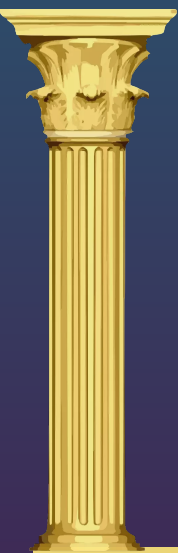


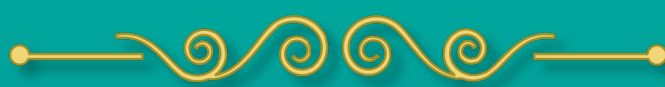
# Academic Year 2024

## The Student Experience

### Academic Year 2024 (July 1, 2024 – June 30, 2025)

| Action  | Due Date      | Owner  |
|---|---------------|--|
| <ul style="list-style-type: none"><li>Monitor and report on the success of the new Student Recruitment Plan.</li></ul>  | June 30, 2025 | Vice President for Student Affairs, Director of Recruitment            |
| <ul style="list-style-type: none"><li>Based upon input from the fall 2022 student survey, implement additional programming, at least one new event/activity in the fall and spring semesters.</li></ul> | June 2025     | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>Prepare a Monitoring Report on “the Student Experience” and deliver to the Board of Trustees at the March 2025 meeting.</li></ul>                                 | March 1, 2025 | Vice President for Student Affairs, President                          |
| <ul style="list-style-type: none"><li>Ensure SGA schedules and conducts regular meetings—at least two meetings per semester.</li></ul>  | May 2024      | Vice President for Student Affairs                                     |
| <ul style="list-style-type: none"><li>Plan and hold a Welcome Back to Campus student activity during the first week of the fall 2024 semester.</li></ul>  | August 2024   | Vice President for Student Affairs, Director of Retention and Advising |



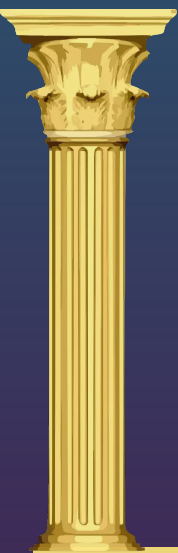


# Academic Year 2024

## Leadership, Responsible Citizenship & Organizational Development

### Academic Year 2024 (July 1, 2024 – June 30, 2025)

| Action  | Due Date    | Owner  |
|---|-------------|--|
| <ul style="list-style-type: none"><li>Start Cohort 2 Shark Path Early College Access Program.</li></ul> | August 2024 | Vice President for Academic Affairs, Vice President of Fiscal Affairs and Director of the Leadership Academy |



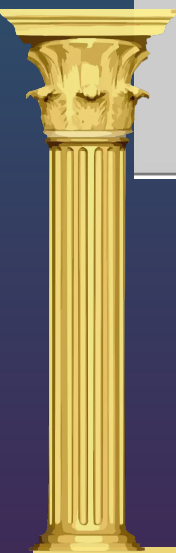


# Academic Year 2024

## Workplace Environment

### Academic Year 2024 (July 1, 2024 – June 30, 2025)

| Action   | Due Date       | Owner   |
|--|----------------|---|
| <ul style="list-style-type: none"><li>SEARK CAT attend at least four events throughout southeast &amp; Central Arkansas.</li></ul>                                       | June 30, 2025  | President   |
| <ul style="list-style-type: none"><li>Hold at least four President's Advisory Council (PAC) meetings.</li></ul>  | June 30, 2025  | President   |
| <ul style="list-style-type: none"><li>Accept quarterly nominations and name one "Shark Star" per quarter, for a total of four recipients.</li></ul>                      | June 30, 2024  | President   |
| <ul style="list-style-type: none"><li>Plan and implement a professional development schedule for the campus community.</li></ul>   | August 1, 2024 | Vice President for Fiscal Affairs, Director of the Leadership Academy |
| <ul style="list-style-type: none"><li>Hold a Welcome Back dinner event at Seabrook for faculty and staff during Convocation Week.</li></ul>                              | August, 2024   | Marketing and Public Relations  |
| <ul style="list-style-type: none"><li>Hold an end of the academic year celebration for faculty and staff.</li></ul>  | May 2025       | Marketing and Public Relations  |
| <ul style="list-style-type: none"><li>Prepare a Monitoring Report on "the Workplace Environment" and deliver to the Board of Trustees at the May 2025 meeting.</li></ul> | May 1, 2025    | Vice President for Fiscal Affairs, President                          |



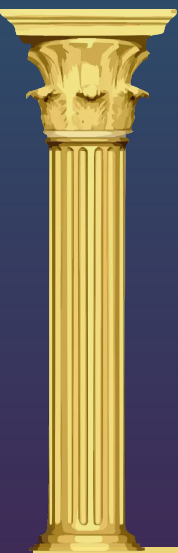
# Academic Year 2024

## Campus Infrastructure

| Academic Year 2024 (July 1, 2024 – June 30, 2025)   |             |                   |
|---|-------------|-------------------|
| Action  | Due Date    | Owner             |
| <ul style="list-style-type: none"> <li>Open student residential housing with at least 75% occupancy.</li> </ul>                                     | August 2024 | Executive Cabinet |
| <ul style="list-style-type: none"> <li>Launch new programs in Student Center, including Physical Therapy Assistant (PTA), expanded Cyber</li> </ul> | August 2024 | Executive Cabinet |
| Security program. Launch new campus convenience store.  |             |                   |

## Commitment to Community

| Academic Year 2024 (July 1, 2024 – June 30, 2025)  |                |   |
|--|----------------|---|
| Action   | Due Date       | Owner   |
| <ul style="list-style-type: none"> <li>SEARK CAT attend at least four events throughout southeast &amp; Central Arkansas.</li> </ul>                                       | June 30, 2025  | President   |
| <ul style="list-style-type: none"> <li>Hold at least four President's Advisory Council (PAC) meetings.</li> </ul>  | June 30, 2025  | President   |
| <ul style="list-style-type: none"> <li>Accept quarterly nominations and name one "Shark Star" per quarter, for a total of four recipients.</li> </ul>                      | June 30, 2024  | President   |
| <ul style="list-style-type: none"> <li>Plan and implement a professional development schedule for the campus community.</li> </ul>   | August 1, 2024 | Vice President for Fiscal Affairs, Director of the Leadership Academy |
| <ul style="list-style-type: none"> <li>Hold a Welcome Back dinner event at Seabrook for faculty and staff during Convocation Week.</li> </ul>                              | August, 2024   | Marketing and Public Relations  |
| <ul style="list-style-type: none"> <li>Hold an end of the academic year celebration for faculty and staff.</li> </ul>  | May 2025       | Marketing and Public Relations  |
| <ul style="list-style-type: none"> <li>Prepare a Monitoring Report on "the Workplace Environment" and deliver to the Board of Trustees at the May 2025 meeting.</li> </ul> | May 1, 2025    | Vice President for Fiscal Affairs, President                          |



A circular frame containing a photograph of a modern campus building with large windows and a green lawn. The frame is set against a teal background with a purple-to-teal gradient. Two large, stylized arrows, one above the other, point to the right. The text "THE WAY" is written in large, bold, blue-to-purple gradient letters across the top arrow, and "FORWARD" is written in the same style across the bottom arrow.

**THE WAY**  
**FORWARD**

# **STRATEGIC** **PLAN**

[WWW.SEARK.EDU](http://WWW.SEARK.EDU)

**2022 - 2025**