<table>
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<tr>
<th>Year(s)</th>
<th>Name and Strategic Initiative</th>
<th>Major Accomplishments</th>
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• Initiated Employee Orientation |
| 2005-2009 | Teaching/Learning Center on EAC Campus | • Created Center for Teaching and Learning at EAC (the primary resource center on campus for assisting faculty and staff in personal development) |
| 2005-2009 | Develop More Effective Ways to Measure Teaching and Learning | • Initiated the use of the Noel-Levitz Student Satisfaction Survey  
• Initiated the use of the CAAP test (assesses academic achievement in general education)  
• Eliminated the requirement to use pre-tests if three years of baseline data was available |
| 2008-2012 | 7-14 Partnerships in Math and Science | • Developed the Southeast Arizona Teachers' Academy (SEATA), a summer workshop series focused on improving instruction of math, science, and technology  
• Developed partnerships with local school districts and government agencies to increase interest and understanding of math and science  
• Developed the Annual Southeast Arizona Regional Science Fair held on EAC's campus |
| 2008-2012 | Student Retention Initiative | • Developed an Early Warning System whereby students who show early attendance problems or withdraw are directed to a Retention Specialist  
• Developed an Exit Survey to obtain measures on the reasons that students decide to withdrawal  
• Developed the Student Learning Center, an on-campus lab for student studying and tutoring  
• Initiated the use of Compass Placement Scores for early intervention in reading and English courses  
• Re-stated the Committee on Developmental Education and Retention to oversee retention efforts at EAC |
| 2009-2014 | Developing a Strategic Planning Process and Strategic Plan for EAC | • Developed a Strategic Plan, through the utilization of employee and other stakeholder feedback, which includes 6 major goals.  
• Created the Strategic Plan into a color pamphlet that was distributed across the institution and posted on EAC's website. |
| 2010-2011 | Distance Education Online Assessment Processes and Procedures | • Added online specific questions to the Course Evaluation Management System (CEMS) to measure satisfaction with online courses  
• Converted to a new course delivery system which increased test security  
• Conducted a survey to understand learning the characteristics and demographics of the typical online student  
• Shared best practices for online instruction to all online instructors  
• Revised the Academic Integrity Policy to ensure that the wording is clear and up-to-date |
| 2011-2012 | Develop Measures to Benchmark Partnership Satisfaction | • Developed a survey that is administered by EAC and a consortium of HLC institutions which provides a valuable comparison of partnership satisfaction  
• Developed the EAC Survey Tool which is a survey administration tool that allows for benchmarking and can be used for internal or external surveys |
| 2011-2014 | Refining Program Portfolio and Review Process | • Improved the program portfolio template and creation process by obtaining feedback from faculty and staff  
• Developed an online system that streamlines the process of writing the program portfolio. This also includes automated population of data tables and storage of past portfolios  
• Created a formalized program portfolio appraisal process to improve the feedback loop between departments and their respective administrators. |
| 2011-2015 | Improving the First-Time Student Experience | • Development of a step-by-step guide for new students (10 Steps to Admission)  
• Improvement of the new student orientation, Monster Bridge  
• Developed a more inclusive online Gila Hank |
| 2012-2015 | Developing an Ethics Statement, Pledge, and Training | • Developed an Ethics Statement and Pledge, which is now part of the annual contracting process.  
• Revised the Code of Ethics (Policy 4600.00)  
• Created a formalized Employee Ethics Training Program |
| 2014-2016 | Learning Resource Materials Adoption Policy | • EAC's textbook policy 6240.00 and regulation 6240.01 were revised to include more flexibility in the types of resources that instructors can utilize to augment their courses.  
• EAC's textbook adoption system was modified to allow the ability to use Open Education Resources (OER). |
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| 2013-2016    | Develop a Process to Assess Learning from Co-Curricular Programs    | • Developed a process to assess learning from EAC's co-curricular programs and identify opportunities for productive change in the future.  
• Developed an annual report, the Report of Eastern Arizona College Co-curricular Learning Outcome Statements, Rubrics, and Results, which display a summary of the process and results on an annual basis.  
• Integrated the Co-Curricular Assessment into the Annual Program Portfolio Process-through BEACON |
| 2015-2017    | Course Evaluation Improvement Project                               | • Modified questions to ensure relevancy and appropriate order  
• Provided instructors with flexibility with open and end dates  
• Automated emails sent to students and faculty  
• Resulted in a significant increase in response rates |
| 2017-2018    | Adjunct Faculty Evaluation Project                                  | • Revised policy 4650.01 and 4651.01 with P&S and Board approval  
• Created the EAC Faculty Observation Form  
• Provided training to employees on the use of the form  
• Section B of Program Portfolios will track the completion of instructor evaluations |
| 2014-2019    | Student Ultimate-Success Outcome Tracking Project                   | • Defined student success variables  
• Utilize several platforms to obtain student success data  
• Facilitated contractual arrangement with DES to obtain graduate employment information |
| 2013-2019    | Academic Advising Improvement                                       | • Released degree audit tool to students; 85.5% effective rate in 2019  
• Created advising communication tool for counseling, faculty and other offices  
• Provided training to faculty and staff on advising students  
• Simplified curricula, ensure proper prerequisites, streamlined course sequencing |
| 2017-2019    | Accessibility Compliance                                            | • Increased compliance with Section 504 and 508 of the Rehabilitation Act  
• Greg Watson, Faculty and Center for Teaching & Learning Director will operationalize this task to ensure continued attention to increasing compliance |
| 2019-2020    | Open Educational Resources (OER)                                    | • Training was held with faculty on the benefits of OERs  
• Best practices for OER development were drafted  
• Research including student and employee surveys and statistical analysis were conducted to explore the need and benefit of OER. A need and benefit was established.  
• Drafting an OER Policy will come from the VP of Academic & Student Affairs Office |
| 2018-2020    | Student Communication Improvement                                   | • Students are now prompted to update their contact information each semester.  
• Trial use of texting students has been initiated along with a draft of a communication policy. |
| 2016-2020    | Improve the Assessment of Student Learning at the Program Level.    | • Faculty drafted student learning outcomes and a curricula map for each degree & cert.  
• Faculty piloted process and received substantial professional development and work days to develop a program learning outcome assessment for each program.  
• Section G of the Program Portfolio System was modified to document program learning outcome assessment methods and outcomes |
| 2015-2020    | Internal College Communication Improvement                          | • Introduced Fall Convocation, a annual gathering of all employees to discuss news, lessons learned and changes to policies and procedures.  
• Standardized emails for all employees on all campus locations.  
• Changed meeting formats and introduced standards of minute taking to disseminate information.  
• Improved employee training and handbooks.  
• Updated the BEACON Directory to include finer level of detail and enhanced search options.  
• Added Zoom/videoconferencing capabilities in conference rooms to allow for the inclusion of employees at all campus locations |