

**2019-2025 NOC Strategic Plan
December 2020 Quarterly Update Report**

Goal 1 Student Quality of Life

- Lead Contact: Jason Johnson (Jason.Johnson@noc.edu, 628-6240)
- Committees linked: Student Affairs, Technology and Learning Resources, Diversity, Wellness
- Key initiatives for year 1:
 - *Needs assessment on renovations (e.g. Enid fitness, Tonkawa field house)*
 - As noted in the December 2019 report, these renovation projects are listed on the campus master plan and are awaiting funding.
 - The Wellness Center is currently operating from 8am-12pm Monday through Thursday because of COVID-19 restrictions.
 - *Review evening access for printing, and communicate options to students*
 - 2019 update, no change: The Office of Student Affairs and IT Department began reviewing the feasibility of placing printers in the residence halls. Numerous technology changes were required in 2019-2020 so the plan is currently on hold.
 - *Establish committee to review Jet and Mav pride days and ORNT 1101*
 - As noted in Sept. 2019 report, Jet and Mav Pride Days and Get Going with Gateway were revamped for Fall 2020 as virtual experiences due to the pandemic. Numerous departments and academic divisions created videos that were posted online on the NOC website and in ORNT 1101 Blackboard pages so that students in ORNT 1101 could view them prior to their classes starting. Students' participation in the pre-semester orientations, or subsequent viewing of the posted videos (covering student service areas and introductions to multiple degree areas), counted as part of their Fall 2020 Orientation grade.
 - *Create FAQ on website for parents*

Dec. 2020 update: The Student Affairs Office has created an FAQ page on the new NOC website. It is located on the Student Affairs page.
 - Conduct feasibility study into adding new sport or JV program
As noted in the December 2019 report, this item is waiting on funding.

Additional areas of work:

- Diversity—note, sessions represent combined effort from the Diversity Committee, the Professional Development Committee, and the programming for the NASNTI grant:
 - ✓ Dr. Ian Thompson gave a virtual presentation titled “Choctaw Nation Pottery Revitalization.”
 - ✓ Alton Carter gave a presentation titled “Helping Students Overcome Challenges,” speaking from his experience in the foster care system.
 - ✓ Alicia Sharp gave a presentation titled “Personality Traits and Learning the Traits of Others.”
- Safety and Security
 - The Dean of Students presented ALICE training to freshman orientation classes in Tonkawa, Enid and Stillwater.
 - The Security Departments worked to ensure COVID protocols were being followed on campus and in the residence halls.
 - The Emergency Response Communication Team met and updated their documents.

- Student Activities
 - The Office of Student Affairs has hosted 48 student activities on the Tonkawa and Enid campuses during the last 4 months. Some activities are being hosted virtually and in-person activities are following the COVID policies for NOC.
- Technology
 - The I.T. Department is currently upgrading all classrooms for zoom video conferencing in Tonkawa, Enid and Stillwater. Hybrid rooms were completed for non-ITV classrooms on the Stillwater campus in October. Zoom upgrades to other non-ITV classrooms have been progressing: Harold, Science and Wilkin upgrades began the weeks of Nov. 5 and 12.
 - The I.T. Department completed a major upgrade for zoom video conferencing in the Renfro Center, Walcher Conference Center and Wilkin Auditorium.
 - The I.T. Department is currently upgrading all data closets in Tonkawa and Enid.
 - NOC worked with a new vendor on website migration, which was delayed due to COVID-19, with a goal to Go Live with new website by Oct. 30.
 - In Nov. 2020, NOC announced that the college is now live with our new online operating system for the College! Jenzabar One which supports key student services, including Academic Advising, Admissions, Student Financials, and Student Records. Along with JRM (student recruitment module), Net Partner/PowerFAIDS (financial aid student portal) and J1 Web, the JICS portal component marks the final stage of the Jenzabar One system implementation. One of the most visible and mission-critical functions, class registration, became available to students in Nov.
- 2021 Distinguished Alumni Nomination deadline was Nov. 1. The committee met and selected Dr. Justin Funk and Mrs. Evelyn Coyle to receive the 2021 Distinguished Alumni Award. They will be presented their award at the Alumni and Friends Reunion on March 27, 2021.

Goal 2 Recruitment/Retention/Marketing

- Lead Contact: Diana Watkins (diana.watkins@noc.edu, 628-6905)
- Committees linked: Assessment, Curriculum, Retention, Recruitment
- Key initiatives for year 1:
 - *Develop new advising model and improve advisor training.*
 - Train-the-trainer advisor sessions for the new ERP system were held Oct. 15-16 with all division chairs and several faculty liaisons participating so that training could be provided in each division area. In some areas training was delayed until advisees were loaded into the new system. NOC went live with the new ERP system on Nov. 2, and some issues had to be worked out with the vendor after launch (e.g. access to unofficial transcripts, academic plans, test scores, and academic worksheets). As of Dec. 7, 2020, these tools are now available for academic advising.
 - A step-by-step guide for student registration was created and distributed to all academic advisors so they could share those instructions with their advisees. In addition, instructions were emailed to all faculty for entering grades in J1 Web.
 - Additional materials for advisor training are being developed for distribution in the spring semester.
 - *Create new and review existing 2 + 2 and 1 + 3 plans with 4-year partners.*

- Work has continued on updating articulation agreements between NOC and OSU. In Oct. 2020, updated 2 + 2 agreements were finalized for Elementary Education. In Nov. 2020, an updated 2+2 agreement was finalized for Biology. In Dec. 2020, representatives from the OSU Transfer Office asked NOC to partner in a grant application that focuses on equity in transfer. The grant application is currently being finalized.
- With the launch of the new ERP, eight 1 + 3 agreements with OSU are now available for NOC Stillwater students to follow as degree pathways in academic planning if they indicate they wish to transfer early.
- Discussions have started with OSU's College of Engineering on the development of a 1+3 agreement with NOC Stillwater.
- *Create recruitment committee with participation from staff, faculty, and students.*
 - Goal met as reported in Dec. 2019--advising model is being addressed through this committee.
 - In light of changes due to the pandemic, a joint enrollment taskforce was formed using members of the recruitment and retention committees. They met via Zoom on Oct. 1st and continued conversations via email.
 - In an effort to reach non-traditional students, Weekend College was developed and begins in the spring 2021 semester in partnership with the University Center in Ponca City. Students will be able to select from eight different courses and can enroll for in-person classes in Ponca City or for online live sections of those courses to attend virtually. NOC has worked with the University Center at Ponca City on joint marketing and promotional efforts for this initiative (<https://www.noc.edu/new/students/noc-online/weekend-college/>).
- *Coordinate efforts with marketing and website manager to increase exposure through community social media pages.*
 - In Oct. 2020, NOC produced a new recruitment video.
 - Giving back to NOC \$10 Campaign was highlighted on our social media platforms.
 - Honoring all who served, NOC promoted Veteran's Day on Nov. 11 through social media. NOC solicited stories of NOC alumni for Veteran's day.
 - World Kindness Day Bingo was promoted on Nov. 13. Bingo cards were posted to social media and NOC "swag bags" were distributed as prizes.
 - NOC promoted International Day of Veterinary Medicine on Dec. 9 through social media. NOC recognized NOC alumni and current veterinary students, Cole Burchett, Katherine Davis, Kariss Dunson, and Brittany McBrain.
 - To honor Giving Tuesday on Dec. 1, NOC showed its gratitude to those who support NOC through Philanthropy with the new "Thankful Tuesday" initiative. Instead of joining the thousands of other nonprofits soliciting donations on that day, NOC featured Thank You messages from NOC students who have received Foundation Scholarships as well as Donor stories and Endowed Scholarship funds through social media. Ongoing posts and a video will be used to highlight students, projects, and events that have benefited from Donor giving throughout the year.
- *Increase exposure through involvement in community events.*
 - In Nov. 2020, Dr. Frankie Wood-Black of Northern Oklahoma College was named a Fellow of the American Association for the Advancement of Science (AAAS). Election as a 2020 AAAS Fellow is an honor bestowed upon AAAS

- members by their peers. Dr. Wood-Black (Chemistry) was elected as an AAAS Fellow for her work in the areas of sustainability, chemical health and safety and science communication to the general public. Wood-Black, the Division Chair for Engineering, Physical Sciences, and Process Technology Division at NOC, will be presented with an official certificate and a gold and blue (representing science and engineering, respectively) rosette pin.
- Raydon Leaton participated in a Day of Kindness.
 - Diana Watkins attended the OSU Honors College Mentorship Kickoff Event.
 - Two teams from NOC Stillwater were formed for the Stillwater Walktober Event: Tim Kruse, Courtney Miller, Cassie Firth, Chris Storm, Tammy Davis, Alicia Sharp, Janet Jarvis, Dusty Elam, Sherryl Nelson, and Diana Watkins participated.
 - Kim Ochoa attended the presentation of a memorial bench to the Bruce Robinson Family.
 - Kim Ochoa attended the North Central Arts Council Full Moon Concert at Centennial Park.
- *Increase chamber/civic involvement.*
 - Raydon Leaton attended the Enid Chamber Board of Directors meetings, Enid Rural Development Authority Board of Directors Meetings, Enid Higher Education Council, Rotary Club, and YMCA Board of Directors Meetings.
 - Diana Watkins attended Stillwater Chamber of Commerce Board of Directors Meetings, Stillwater Public Education Foundation Board Meetings, the quarterly Payne County Workforce Partnership Leadership Council Meeting.
 - NOC sponsored the Stillwater Chamber of Commerce’s December Business at Lunch Event.
 - Kim Ochoa attended the Tonkawa Pride and Beautification Meeting and met with the Enid Regional Development Authority via Zoom to discuss how to bring alumni back to live and work in Enid.
 - Diana Watkins was on the panel for the Leadership Stillwater Class’s Education Session.

Goal 3 Employee Quality of Life/Professional Development

- Lead Contact: Pam Stinson (pamela.Stinson@noc.edu, 628-6431)
- Committees linked: Policies/Professional Development for faculty and staff, Technology and Learning Resources, Diversity, Wellness, Social/Cultural)
- Key initiatives for year 1:
 - *Identify local businesses who may give discounts to NOC employees.*
Goal met as noted in December 2019 report. Lists of discounts are posted on NOC website under “About NOC->Community” page.
 - *Present request to executive council for flex scheduling.*
Goal met as noted in the Sept. 2019 report. Flex scheduling policy is available in 2019 Employee Handbook.
Sept. 2020 Update: In response to COVID-19, a teleworking policy was created to allow employees to complete work from home until CDC guidelines shifted to suggest returning to work was safe with social distancing.
Dec. 2020 Update: The teleworking policy has remained in effect for Fall 2020 and employees have been reminded in the regular pandemic plan updates to notify Human

Resources and their supervisors if they need to telework due to health concerns. A number of employees have used the policy as they were in quarantine.

- *Add in-service session on communication protocol and address in new employee onboarding.*

The new employee checklist has an item for email protocol that is to be reviewed by each supervisor/mentor.

Training opportunities related to communication strategies are addressed in the professional development sessions noted below.

- *Dedicate time in each new employee's onboarding to meet employees on alternate campuses.*

As noted in earlier report, the suggestion to allow time for new employees to visit all campuses was shared with supervisors in Executive Council. With new hires added throughout the year, this will be an ongoing initiative; however, Fall 2020 travel is more restricted due to the pandemic response.

- *Identify options for equitable professional development options.*

➤ Under Dr. DeLisa Ging's leadership, the following professional development offerings have been made available for faculty and staff since the Sept. 2020 update:

-Sept. 24-"Using Team Progression Models to Your Benefit: The Steps Needed for Successful Teamwork in the Workplace and the Classroom," Todd Ging

-Sept. 29-"Dodging the Flames: Ways to Avoid Employee Burnout," Dr. David Gooblar

-Oct. 6-"Helping Students Overcome Challenges," Alton Carter

-Oct. 27-"Preparing for the Storms: The Steps to Take During Severe Weather," Mike Bennett

-Nov. 12-"Using Virtual Games to Enhance the Classroom Experience," Stephanie Bundy

- *Revise employee satisfaction survey to add more questions on quality of life issues.*

Goal met—the survey was revised in spring 2019 with results posted to the website; it was reviewed again in spring 2020 prior to the April 2020 launch to ensure questions continued to address needs and to add questions suggested by comments made in the 2019 survey.

- Other employee updates:

➤ NOC announced in Nov. 2020 three Northern Oklahoma College employees who are receiving Oklahoma Association of Community College (OACC) awards for 2020.

Receiving awards are Sandy Jensen for Outstanding Support Staff, Jamie Haney for Outstanding Professional Employee, and Tammy Davis for Outstanding Faculty Member.

Jensen is an academic advisor/retention specialist at NOC Enid, Haney is the Director of Printing Services at NOC Tonkawa, and Davis is a Language Arts Instructor at NOC Stillwater.

Jensen will be recognized at the Nov. 5 OACC Support Staff Virtual Conference while Haney and Davis will be recognized at the Jan. 29, 2021 OACC Virtual Annual Conference.

Goal 4 increased revenue streams

- Lead Contact: Sheri Snyder (sheri.snyder@noc.edu, 628-6208)
- Committees linked: Grants, Scholarships
- Key initiatives for year 1:

- *Identify grants in support of student services.*
 - Dec. 2020 Update: Weekly meetings between RMA Consulting and NOC representatives have continued for a possible grant application in early spring of 2021. The grant application has a STEM focus with program development for engineering technology and precision agriculture and enhancement of student services in career counseling.
- *Reach out to area tribes and other groups for additional partnerships.*
 - Gina Conneywerdy and Anna Roland have continued to reach out to tribal partners to identify professional development opportunities and campus speakers, as well as student needs through the NASNTI grant, although a number of tribal educational centers remain closed or have reduced hours during the pandemic.
 - The College and Foundation have finalized an agreement with a wind energy company for support of a new degree program, including support for adjunct instructors' salaries and scholarship opportunities. A joint press release will be issued in Dec. 2020 highlighting elements of the agreement.
 - In Oct. 2020, NOC welcomed business professionals from nine academic areas to a virtual advisory board meeting with NOC instructors and staff to discuss the changing workplace and how instructors can better prepare students for the future. Advisory boards are held in the following areas: Agricultural & Biological Sciences, Alumni, Behavioral Sciences, Business, Criminal Justice, Digital Media Institute, Mass Communications, Nursing, Pre-Engineering/Process Technology, and Health, Physical Education & Recreation.
- *Create an updated donor wish list.*

Goal met as noted in Dec. 2019 report. The donor wish list is posted on the NOC website at the following link: <http://www.noc.edu/donor-wish-list> and was shared during employee In-Service in August 2020. The NOC Foundation Board of Trustees met in August 2020 and discussed revised quarterly meeting dates for 2021-2021 as well as discussed rescheduling Board Retreat to March 24, 2021. The NOCF Board of Trustees and Investment Committee met Dec. The FY2020 External Audit Report was approved as presented by Finley & Cook, PLLC. with a "clean audit." As of June 30, 2020, (audited) total net assets for the Foundation total \$12,778,656.
- *Use weekly PR and marketing updates to remind employees of importance of recruitment and retention and their role in it. Note roles in job descriptions.*

This initiative will be focused on further in 2020-2021. We continue to stress the importance of this topic through News Updates to employees (Annual Letter to Employees in late June), targeted enrollment messages with summer online, fall enrollment options and late enrollment options, employee In-Service meetings in August.

Additional areas of work:

- In Nov. 2020, the Foundation approved a one-time donation up to and not to exceed \$480,000 to Northern Oklahoma College to assist with their budget shortfall during these unprecedented pandemic times. This donation will assist the College with the current budget shortfall for FY2021.
- The Foundation processed 509 gifts July 1 – Dec, 8, totaling \$211, 995 to various fundraisers and campaigns.

- In Nov. 2020, Northern received the approved allocation of earnings to the qualified accounts in the Regents' Endowment Trust Fund for the period from July 1, 2019-June 30, 2020. The Foundation requested a total of \$26,043.87 in earnings, which supports seven funds – one endowed chair and six lectureships.
- A decision was made that the annual donor recognition banquet scheduled for Feb. 25, 2021, will be shifted to a virtual event on that day – more details will be shared once finalized.
- The Development office continues acknowledgment of gift receipts and correspondence for the Enid Higher Education Council (EHEC) as well as the Enid Entrepreneur Leadership Series (EELS). The EHEC board met via ZOOM on Nov. 17. Fourth year pledge reminder letters were mailed in September for the EHEC scholarship campaign. The annual Donor Appreciation Luncheon was scheduled for Nov. 17. However, the event was cancelled due to the pandemic. 2021 Election of Officers – Dr. Jim Strate, Chairman; Mrs. Marcy Price, Vice Chair; Mrs. Anita Simpson, Treasurer; and Mrs. Sheri Snyder, Secretary.
- **NOCF Campaigns**
 - The 2020-2021 Presidential Partners campaign was mailed Sept. 2020 to alumni and friends of the College. As of Dec. 8, NOCF has received 16 gifts totaling \$11,200 since July 1, 2020.
 - The 2020-2021 Greater Gifts campaign letters were mailed in November to over 12,000 alumni, donors and friends of Northern in three mailings. Additionally, the annual employee campaign was emailed Nov. 16 to solicit program, departmental and scholarship support. As of Dec. 8, the Foundation has received 70 gifts totaling \$65,195 in contributions since July 1, 2020.
 - So far, this 2020-2021 academic year, 17 fundraisers between the three locations were filed through the Development office, which is a significant decrease due to the ongoing pandemic. The chart below reflects the breakdown of the projected fundraising goals totaling \$96,324. This time last year, we reported 45 active fundraisers with a projected goal of \$286,350.

| LOCATION | DEPT/ORG/CLUB | # OF FUNDRAISERS | PROJECTED GOAL |
|------------|---------------|------------------|----------------|
| Tonkawa | 5 | 7 | \$46,700.00 |
| Enid | 4 | 7 | \$46,000.00 |
| Stillwater | 3 | 3 | \$3,624.00 |