

NOC Behavioral Sciences Advisory Board
Meeting Minutes
October 19, 2021

The Behavioral Sciences Advisory Board Meeting was held via Zoom at 12:00 pm.

Board members present were: Darrell Frost, Dr. Marsh Howard, Dr. Alyce Webb (NOC), Karol Daniel (Supervisor at Department of Human Services), Maggi Hutchason (Executive Director Dearing House), Tamara Mix (Oklahoma State University Sociology Department Head), and April Phillips (Program Chair at Northeastern State University). Mr. Frost had reached out to other members, and they responded that they either had scheduling conflicts or would rather meet live and looked forward to next year's meeting.

- Welcome from new NOC President, Dr. Clark Harris
 - Recent poll found that only 33% of employers feel like recent graduates are well prepared. So Advisory Boards are vital!
 - Improving academic programs and instructional quality will help NOC recruit and retain students, which allowed employers to hire quality employees *the first time*.
- After the President's welcome, the Behavioral Sciences breakout session began. Dr. Howard began the discussion by stating that the goal of this meeting was to help NOC work with or around obstacles (such as requirements of a Bachelor's degree to even begin work) to help students get familiar with the field.
- Social Work Degree
 - NOC is working on creating a Social Work degree option. With this in place, after students leave NOC they will just need about one more year of education for completion of a Bachelor's which is important considering the current worker shortage.
- Careers Class
 - There was a long discussion about various issues that we want to make sure students understand about the field very early in their education, and the discussion ended with the realization that perhaps all these disparate ideas could best be combined in a dedicated Careers Class
 - What can I do with a Social Work/Psychology/Sociology degree?
 - Ethics
 - Students should have good boundaries and know where to draw the line. So often workers pour themselves into families with whom they work, and get burned out.
 - Tweak the way we currently teach Ethics to get away from strictly theory and get more case studies about moral conundrums, boundaries, and the decision-making process
 - Integrate small segments (such as half a class period) of applications of skills and critical thinking into real case studies. Make students justify and walk through the decision making process.
 - Focus on practical and easily-applicable self-care strategies to avoid burnout. Discuss the importance of eating right, exercising, sleep, and time away.
 - Encourage shadowing, or guest speakers in class

- Maggi Hutchason eagerly volunteers to be a guest speaker to discuss the field! Possibly April Phillips or Tamara Mix could Zoom into the class, as well, to discuss furthering education.
- Mr. Frost asked the group, “what does ‘equity’ mean?” Answers to this question will help NOC with their grant for “equity in the classroom.”
 - Maggi Hutchason – it is a judgment call, and being aware of our judgement.
 - Karol Daniel – quality
 - Dr. Webb – equal fairness, with the realization that “fair” is not always “equal.” Playing to people’s needs.
 - April Phillips – giving people what they need to succeed, with the realization that people from poorer backgrounds or people of color will likely need more help
 - Tamara Mix – fair access to rights and resources
 - Dr. Howard – Acknowledging that some people benefit from a system. Equity is a conversation about justice.
- FYI:
 - NOC has six scholarships available for Behavioral Sciences majors
 - There is a part time position Child Welfare Aid position open. This would be a good opportunity for students. It offers flexible scheduling and is located in Ponca City. Karol Daniels will send application information to Mr. Frost so we can publicize in our classes.

*Note: There was no meeting in 2020 academic year, due to the Covid-19 pandemic