

## 2019-2025 NOC Strategic Plan March 2022 Quarterly Update Report

### Goal 1 Student Quality of Life

- Lead Contact: Jason Johnson ([Jason.Johnson@noc.edu](mailto:Jason.Johnson@noc.edu), 580-628-6240)
- 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 6:00 a.m.-9:00 p.m. Monday through Sunday.
  - *Review evening access for printing, and communicate options to students*
    - 2021 update, no change: The Office of Student Affairs and IT Department began reviewing the feasibility of placing printers in the residence halls in 2019. Numerous technology changes were required in 2019-2021 so the plan is currently on hold.
  - *Establish committee to review Jet and Mav pride days and ORNT 1101*
    - Goal Met in 2019 with establishment of committee and a revamping of Orientation sessions in Fall of 2019.
    - **March 2022 Update:** In addition to Get Going with Gateway in Stillwater; Ready, Jet, Go in Enid; and Maverick Orientation day in Tonkawa, NOC will host targeted enrollment clinics on each of the three campuses in May, June, and July of 2022 as part of our continued efforts to improve onboarding for new students.
  - *Create FAQ on website for parents*
    - Goal Met as noted in 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.
    - **March 2022 Update:** The Executive Council has created a rubric and formula spreadsheet for employees to be able to apply to add new programs in Tonkawa and Enid. They continue to review the feasibility of several new sports.
  - . Additional areas of work:
    - **March 2022 Update:** Through the new JRM, student services continue to be updated.
- Student Activities
  - **March 2022 Update:** The Office of Student Affairs has hosted 37 student activities on the Tonkawa and Enid campuses during the last 3 months. Activities are being hosted in- person.
- Diversity
  - **March 2022 Update:** Dr. Mary Ann McCoy hosted a Black History Month event on February 22. The event was held in the evening and featured songs, poems, praise and dance.
- Technology
  - **March 2022 Update:**

- The IT Department is in the beginning stages of researching newer versions of NOC's current Avaya system and other telecom systems available. The IT Department is also looking at support options with these systems, delivery method for the college, onsite or cloud based and any additional features such as voicemail and faxing. The NOC IT Department will be putting an RFP together in early Spring 2022 for this project.
- The IT Department is also reviewing its current monitoring services with Standley Systems. Papercut is a product Standley Systems is offering to replace our current management and reporting tool. Due to the high cost and Standley's inability to scale down this service to save on costs, NOC will hold off on moving forward with this project. NOC's current contract will expire in 2022 with Standley Systems and the NOC IT Department will be putting together an RFP for this project in early Spring 2022.
- The IT Department is currently working with vendors in evaluating NOC's current security camera system and implementing a card access system for NOC's exterior doors. We will evaluate the compatibility of NOC's current cards students are utilizing. Information is being gathered to submit a request for consideration of funding from the Pandemic Relief Funding federal dollars that have been allocated to the State of Oklahoma.
- The IT Department is currently working with True Digital Security who conducted NOC's last Network Vulnerability Assessment audit. This will be a similar audit focusing on network security, configurations, policies and procedures
- The IT Department is currently putting together a Cybersecurity Incident Response Plan for the college. The plan will include such things as a Cybersecurity Incident Response Team and the steps and guidelines to help when responding to an incident. Currently going before the NOC Policy Review Committee.

## **Goal 2 Recruitment/Retention/Marketing**

- Lead Contact: Diana Watkins ([diana.watkins@noc.edu](mailto: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.*
    - After Dr. Rick Edgington and Diana Watkins met with registration staff, selected faculty, and students (concurrent, NOC, and OSU) to talk about our processes from application through returning student enrollment, a new enrollment model for incoming students was developed. This will include targeted enrollment dates on all three campuses throughout the summer. Special sessions for participation groups including Presidents Leadership Council, Livestock Judging Team, Roustabouts, and athletic teams are also scheduled. This should vastly improve our onboarding process for new students.
    - Dr. Rick Edgington and Diana Watkins facilitated advising meetings on all three campuses in preparation for the opening of Fall 2022 enrollment. Live Course Availability, now available on NOC's website, was highlighted and the Targeted Enrollment Dates discussed.
    - The Excellence in Academic Advising phase of our PACE grant is scheduled to kick off in late March.

- *Create new and review existing 2 + 2 and 1 + 3 plans with 4-year partners.*
  - Our 2+2 agreements with NWOSU were renewed in March.
  - A fast-track program between NOC and NWOSU for Elementary Education has been approved by both institutions to launch in Fall 2022.
  - A communications flow for the Equity Transfer Initiative Grant NOC was awarded in partnership with Oklahoma State University has been designed. The goal of the partnership is to increase transfer rates for minority, first-generation and adult students through pathways designed to prepare them for high demand occupations: Registered Nurses, General and Operations Managers (Engineering based), Accountants and Auditors, Managers (all others) and Software
  - The partnership with OSU through the ETI grant has led to dedicated days that the OSU Transfer Specialist is on each NOC campus every month to talk to students. To date, 16 NOC students within the Native American, Hispanic, First Generation, and Adult Learner student populations, who are nearing degree completion, have indicated that they plan to transfer to OSU within one of the ETI pathways. The names and contact information for these students has been shared with the transfer team at OSU to allow them to make a connection and ensure a smooth transition for the students between the partnering schools and degree programs.
  - EHS/NOC Associate degree pathway for concurrent enrollment exploration meetings were held. The plan is to start the first cohort in Fall 2020.
- *Create recruitment committee with participation from staff, faculty, and students.*
  - Goal met as reported in Dec. 2019.
  - As part of the Building a Better NOC initiative, employee meetings were held on each of the three campuses. During these meetings, small group brainstorming sessions were held which focused on ideas for recruiting students.
  - Individual departments received their recruitment totes, created as a result of a Presidential Partners mini-grant.
  - The format of Northern Encounter (formerly Northern Exposure) events was adjusted this semester, and surveys from attendees provided positive feedback on the changes.
  - Rachel Kirk and John Pickard met with NOC Stillwater students to record material for NOC/OSU Gateway Program Promotional Video
  - Dr. Rick Edgington has been meeting with high school counselors to discuss concurrent enrollment processes.
- *Coordinate efforts with marketing and website manager to increase exposure through community social media pages.*
  - NOC's student, faculty and staff participation during Higher Education Day at the Oklahoma State Capitol was featured on NOC social media platforms. Some local representatives also shared their pics with PLC students on their social media platforms.
  - Northern Oklahoma College alumni Joe R. Kreger and Tara Tucker Vaughn were announced on our social media platforms as Distinguished Alumni they will be inducted into the NOC Hall of Fame March 26.
  - Maverick Cheer Reunion pics were featured on our social media platforms.
  - The Black History Month Event held at NOC Enid's Briggs auditorium was featured on our social media platforms.
  - The Fine Arts production of Little Women was advertised on our social media platforms.

- The NOC Alumni and Friends eNewsletter was featured and a link for people to subscribe shared on our social media platforms.
  - NOC Began “Legacy Birth Announcements” where alumni can provide information on their newborns in order to get a Legacy onesie. We will share these announcements and pictures on our social media page, website, and e newsletter.
  - The birthday celebration for NOC Tonkawa’s Live Mascot, Mav, was featured.
  - The NOC Competition Rocket Team “Quixote’s Quest” playing with high-power rockets with the Tulsa Rocketry Club was featured Three of our members passed their Level 1 Certifications!
  - The Roustabouts Homecoming show highlights appeared on our social media platforms.
- *Increase exposure through involvement in community events.*
  - Carl and Carolyn Renfro Endowed Lectureship – 371 guests attended the much-awaited Renfro Lectureship Program “An Evening with Jimmy Webb on March 8. The event had been rescheduled four times since the start of the Pandemic in March 2020. The event was sponsored by Carl and Brenda Renfro, the Carl and Carolyn Renfro Endowed Lectureship and Northern Oklahoma College.
  - The following contingency group attend the Regents Business Partnership program/reception at UCO on March 9 – Dr. Clark Harris, Anita Simpson and Sheri Snyder along with business partner Dillingham Insurance/Dillingham Foundation Kay, Jed, Peter and Chad Dillingham
  - Jeremy Hise attended Enid Pillar of the Plains award ceremony honoring nominees Connie Sturgeon-Hart, Krista Roberts and 2021 winner Clayton Nolen
  - NOC Enid hosted a Black History Month Event in Briggs Auditorium on February 26<sup>th</sup>.
  - A contingency group from NOC attended the grand opening pre-event at Enid Hideaway Pizza on January 28.
  - Diana Watkins attended special STOMP Performance at OSU’s McKnight Center for the Performing Arts with SHS students, faculty and staff, SPS administrators and SPEF representatives.
- *Increase chamber/civic involvement.*
  - Jeremy Hise attended weekly Rotary Club meetings in Enid.
  - Jeremy Hise participated in Enid Entrepreneur Leadership Series planning meeting with community and educational partners (ERDA, EPS, Autry, NWOSU)
  - Diana Watkins attended monthly Stillwater Chamber of Commerce Legislative Forums
  - Dr. Harris, Sheri Snyder, Anita Simpson and Jeremy Hise attended the Enid Regional Development Alliance Quarterly Meeting with a presentation on planning for drought and water scarcity
  - NOC Tonkawa hosted the Ponca City Leadership class
  - Jeremy Hise attended monthly Legislative Breakfasts with northwest Oklahoma education leaders and state legislators
  - The following contingency group attended the Tonkawa Chamber of Commerce banquet on January 20 – Dr. Clark Harris, Paula Harris, Sheri Snyder, Anita Simpson, Dr. Jill Green, Dr. Rick Edgington, Candy Oller and Audrey Schmitz.
  - Jeremy Hise attended the YMCA Board of Directors Meeting

- Jeremy Hise attended the Enid Regional Development Alliance Education Committee Meeting – Elevate Enid
- Jeremy Hise attended Enid Day at the State Capitol
- Kayla Wooderson attended the Blackwell Youth Center Board Meeting.
- Jeremy Hise attended monthly Enid Chamber of Commerce Board of Directors Meetings
- Diana Watkins attended monthly Stillwater Chamber of Commerce Board of Directors Meetings
- President Harris and Jeremy Hise Northwest and Southwest Oklahoma Legislative Tour with Chancellor Allison Garrett at Southwestern Oklahoma State University
- President Harris, Dr. Rick Edgington, and Diana Watkins attended the Northeast and Southeast Oklahoma Legislative Tour with Chancellor Allison Garrett at Northeastern State University
- Diana Watkins attended monthly Stillwater Public Education Foundation Trustees Meetings
- Sheri Snyder is serving as northeast co-chair for Leadership Oklahoma Class 35 recruitment committee.
- A contingency group of 16 individuals including a NOC regent, NOCF trustee, administrators and student leaders from NOC Tonkawa, Enid and Stillwater attended the 2022 Higher Education Day at the Capitol on February 15.
- Sheri Snyder and Anita Simpson will attend Leadership Oklahoma.

### **Goal 3 Employee Quality of Life/Professional Development**

- Lead Contact: Diana Watkins ([diana.watkins@noc.edu](mailto:diana.watkins@noc.edu), 580-628-6431)
- 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. 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.  
The teleworking policy has remained in effect for Fall 2021 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.*  
Goal for onboarding met: 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 have been addressed in several professional development sessions and will continue.
  - *Dedicate time in each new employee’s onboarding to meet employees on alternate campuses.*

Ongoing goal: 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. Travel amongst the campuses has increased as the travel restrictions imposed during the height of the pandemic have been lifted.

*Identify options for equitable professional development opportunities.*

- Under Dr. DeLisa Ging’s leadership, the following professional development offerings were offered since the mid-December 2021 update:
  - “Formative Assessment Is a Verb,” a faculty professional development opportunity, led by Dr. Patricia Boatwright, Francis Marion University
  - “Using Online Tools and Learning Science to Spark Curiosity” Jane Sutterlin, Learning Designer at Penn State University, explained how science can lead to greater curiosity and increased learning in the classroom.
  - “Preparing for the Storms: Steps to Stay Safe During Tornadoic Weather,”
  - “Difficult Conversations: Embrace Confrontation and Produce Long-Lasting Benefits” Gary Turner, senior faculty member at HRDQ-U, shared about preparing, initiating, and delivering difficult workplace conversations
- *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 Updates (noted as update for students and employees)
  - Building a Better NOC Employee Meetings were held to discuss Food Service, Libraries, Student Union and Campus Grounds
  - President Harris held all-employee meetings on all three campuses to discuss the future of NOC and quality of life issues for employees and students.

#### **Goal 4 increased revenue streams**

- Lead Contact: Sheri Snyder ([sheri.snyder@noc.edu](mailto:sheri.snyder@noc.edu), 580-628-6208)
- Committees linked: Grants, Scholarships
- Key initiatives for year 1:
  - *Identify grants in support of student services.*
    - **March 2022 Update:** Several initiatives are underway through Connecting Students to Promising Pathways, the NOC NASNTI grant. The grant application has a STEM focus with program development for engineering technology and precision agriculture and enhancement of student services in career counseling. Priority populations include students who need accommodations.
  - *Reach out to area tribes and other groups for additional partnerships.*

#### **March 2022 Update:**

- Enid Higher Education Council – Sheri Snyder, secretary met with Chair Marcy Price on February 21 to finalize board agenda. The first quarterly meeting was on February 22 on NOC Enid campus. Sheri and Anita gave a PowerPoint

presentation on history of EHEC. Candy Oller continues EHEC communications, acknowledgements, receipts, and spreadsheet updates as well as Enid Entrepreneurship Leadership Series acknowledgements, receipts, and spreadsheet updates.

○ *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.

*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 2022 through the Building a Better NOC Initiative.

Other Updates:

- The NOC Foundation Board of Trustees met on December 16 at NOC Stillwater. The Board approved the FY2021 External Audit Report with an unmodified opinion presented by Dan Bledsoe with Finley & Cook, PLLC. Total net assets as of June 30, 2021 totaled \$15,691,352, an increase of \$2,916,696 from June 30, 2020. As of the October 31 financials, net assets totaled \$16,397,158. The Board also approved the 2022 NOCF Strategic Plan – Year One draft as presented.
- Major gifts \$5,000 and above received since our last board meeting:

\$5,060.83	Patrick and Kay Farrell Nursing Scholarship
\$10,000.00	Timothy Knutson Memorial Scholarship
\$6,500.00	University Center of Ponca City Scholarships
\$10,000	William and Dorthea Phelps Scholarship
\$15,000	Renfro Lectureship Series
\$204,740	Steichen Family Music Scholarship Fund
\$8,400	Greater Gifts – Tonkawa
\$10,000	Wessels Scholarship
\$28,607.31	OSRHE Endowment Trust Fund for annual interest earnings payment for endowed Chair program
- The Institutional Scholarship Program Task Force committee met on January 14 with the goal to refine and improve the institutional scholarship program within the constraints of our current and future resources. The task force is charged with reviewing and making recommendations to the current Institutional Scholarship Program to be implemented by summer 2022/fall 2022 or beyond.