

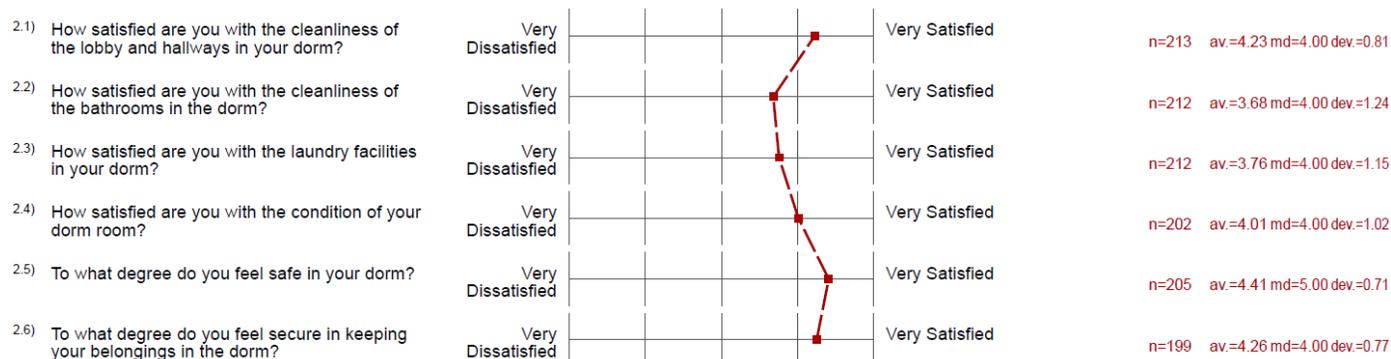
**Northern Oklahoma College  
2013-2018 Strategic Plan  
September 2017 Quarterly Update**

**Goal 1A Enhance the quality of life for students**

- *Effectively develop, implement, and communicate the comprehensive safety plan (guided by task force in E/T, by OSU in S; redesigned web page; continued use of emergency alert; other tools to reach students; regular safety training to employees; grant funding for safety programs—e.g. suicide prevention)*
- *Effectively develop, implement and communicate a comprehensive student engagement plan for all students with support and involvement from faculty, staff, alumni, and NOC community members (new orientation program in conjunction with class; increased use of student email; peer mentor programs; signature student events; increased school spirit; welcoming hospitality rooms; Student Union as heart of campus; augment CCSSE; communicate study abroad institution wide; commuter student program)*
- *Effectively develop, implement and communicate a comprehensive plan to strengthen and improve residence life (establish Resident Assistant student staff; continue updating fire alarms, furnishings; renovate dining halls)*
- *Effectively develop, implement and communicate an information technology plan that will ensure the most effective use of existing educational technologies for enhanced student experiences (explore/improve loaner laptops; e-books; smart phone apps)*

Sept. 2017 Updates

- As part of the ongoing safety plan, Title IX training for all NOC employees was conducted through faculty in-service on Aug. 15 and through the fall staff meeting on Sept. 8. Eugene Smith conducted the training.
- Student Affairs Staff hosted a community/club fair during the week of August 14 to educate our students on local community resources, programs, activities and campus events. This has been an annual event for the last 5 years.
- Wade Watkins, Dean of Global Studies, spoke at all back to school student assemblies communicating our Study Abroad Program. This has been an annual event for the last 3 years.
- Surveys for residence hall were given as part of the exit process in Spring 2017 and as a part of the check-in process for Fall 2017. The IR Office has tabulated results and posted to the “Survey” link on myNOC. Some of the survey highlights are noted below; in addition to ranking satisfaction with facilities, students were asked what activities they would be most interested in for the 2017-2018 year. Some of the most common responses were sports (including bubble soccer), dances, movie nights, and the petting zoo. Most students reported staff members were very helpful with move in and indicated they would be more likely to attend events if free food and giveaways were available and their friends were attending.



- The safety and security webpage has been updated to reflect recent changes to the Cleary Report, Fire Safety Report and Emergency Action Plan.
- Fire systems were upgraded in the Student Union, Bookstore, Maverick Café, Threlkeld, Boehme Hall and Administration Building in Tonkawa, and security systems were upgraded in the Student Union, Bookstore and Maverick Cafe.

### Goal 1B Enhance recruitment, retention, and graduation

- *Use student engagement survey (CCSSE) (administer annually; distribute results; incorporate high-impact strategies into professional development/coursework; chart progress)*
- *Adjust offerings (track needs for online/evening courses; adjust scheduling; increase prof. dev. for online)*
- *Improve advisement model (redistribute advisees; identify targeted advisors for top majors and for undeclared; utilize Early Alert fully; initiate sophomore-only enrollment; standardize Orientation units for vital info on loans, financial aids, course transferability, career and student support services; introduce World of Work; improve timely/cost-effective degree completion)*

### Sept. 2017 Updates

- Results from the Spring 2017 CCSSE student engagement survey were received on July 31. Through three cycles (2013, 2015, and 2017), NOC students have reported a higher level of engagement than the national cohort through student-faculty interaction (especially discussing assignments with instructors out of class) and in the number of written assignments. Common areas of lower engagement for NOC students have been making class presentations (noted in 2013, 2015, and 2017) and the number of assigned textbook and course readings (noted in 2015 and 2017). Results, including trend data, were emailed to all faculty on Aug. 3 to encourage a dialogue within the divisions of how to build on areas of strength and address areas of lower engagement.
- Course offerings continue to be adjusted to meet the demand, particularly for online courses. In Fall 2017, 67 sections of coursework were offered online in comparison with 48 sections in Fall 2013 when the Strategic Plan was launched. Professional development training continues for online coursework with the instructional designer, Dr. DeLisa Ging, and the

NASNTI distance education specialist, Anna Scott, working together with faculty who will be going through the Quality Matters certification process in 2017-2018.

- Eugene Smith conducted a training on Sept. 15 for “Understanding Diversity.” A videotape of this training will be made available to all Orientation instructors so that those who cannot schedule Eugene to speak in their courses can show the taped presentation.

### Sept. 2017 Updates for Strategic Enrollment Management Goals:

#### *1. Improve Recruitment & Admission Processes*

- Dr. Shannon Cunningham, Dr. Rick Edgington, Sherryl Nelson, and Eugene Smith, continue to work closely with OSU advisors to assist in enrolling students who are ineligible to begin at OSU or who need to pick up developmental classes. In summer 2017, NOC was invited to attend several OSU enrollment sessions on Fridays to work directly with OSU students and get them enrolled in co-requisite coursework needed in math and English.

#### *2. Further align degree programs with regional and state workforce needs*

- Feasibility studies for new degree options have begun with research on degree offerings within the state for the programs suggested in the SEM town halls:
  - Allied Health (e.g. Dental Hygiene, EMT, PTA, Health Informatics)
  - Agriculture (e.g. Ag Tech, Env Tech, Horticulture, Pesticide Completion, Turf Management, Vet Tech)
  - Engineering
  - Cybersecurity
  - Criminal Justice [CLEET, Paralegal]
  - Graphic Design
  - Native American studies
  - English as Second Language
  - Network Engineer
  - Certificate Programs [e.g. casino accounting, OSHA requirements]
- Additional 2 + 2 articulation agreements with partner institutions were posted in August 2017, including new Health Education articulations with OSU and a fast-track elementary education articulation with Northwestern Oklahoma State University.

#### *3. Refine Retention/Completion Strategies*

- NOC continues to expand its co-requisite model for developmental education. In Fall 2017, 223 of 355 (63%) of students in developmental English are enrolled in the co-requisite Supplement to Comp I class. For math, 433 of 499 (46%) of students are enrolled in the Supplement to Math Applications, Supplement to Math Functions, or Supplement to College Algebra co-requisite sections rather than the prerequisite Concepts of Algebra or Intermediate Algebra sections.
- Retention specialists from each NOC location have tracked contacts for 2016-2017 to demonstrate how the Early Alert system is used to monitor student success. Summary reports for each location appear below.

**NOC Enid's Retention Specialist's Early Alert Report, 2016-2017**

**Fall 2016**

Month	Number of EARs Received
August	35
September	213
October	92
November	185
December	0
<b>Total Students Contacted</b>	<b>525</b>

**Spring 2017**

Month	Number of EARs Received
January	16
February	137
March	312
April	113
<b>Total Students Contacted</b>	<b>578</b>

**Summer 2017**

Month	Number of EARs Received
June	3
<b>Total Students Contacted</b>	<b>3</b>

**Total Students Contacted in 2016-2017**

**1006**

Note: Attendance and incomplete assignments are dominant topics. Students were contacted by telephone or email.

**Students on Probation Who Received Midterm Grades**

**April 2017**

Thirty-nine students on academic probation received a midterm grade of D or F. The students were contacted between April 3 and April 5 were reminded of the possible consequences of a D or an F while being on probation.

**NOC Stillwater's Retention Specialist's Early Alert Report, 2016-2017**

**Fall 2016**

<u>Month</u>	<u>Number of EARs Received</u>
August	250
September	791
October	331
November	369
December	0
<b>Total Students Contacted</b>	<b>1,741</b>

**Spring 2017**

<u>Month</u>	<u>Number of EARs Received</u>
January	14
February	428
March	275
April	238
<b>Total Students Contacted</b>	<b>955</b>

**Summer 2017**

<u>Month</u>	<u>Number of EARs Received</u>
June	3
July	3
<b>Total Students Contacted</b>	<b>6</b>

**Total students contacted in 2016-2017**

**2,702**

Note: Attendance and incomplete assignments are dominant topics. Students were contacted by telephone or email.

**Students on Probation Who Received Midterm Grades**

**April 2017**

Thirty-seven students on academic probation received a midterm grade of D or F. The students were contacted between April 3 and April 5 were reminded of the possible consequences of a D or an F while being on probation.

**NOC Tonkawa Retention Specialist's Early Alert Report, 2016-2017**

**Fall 2016**

	Early Alerts	Probation Calls	Mid Term	Reverse Transcripts
August	275			
September	321			
October	416	186		528
November	435		226	
December	0			
<b>Total</b>	<b>1,447</b>	<b>186</b>	<b>226</b>	<b>528</b>

**Spring 2017**

January	31			
February	78			
March	189		346	
April	166			252
May	66	199		
<b>Total</b>	<b>530</b>	<b>199</b>	<b>346</b>	<b>252</b>

**Summer 2017**

	Early Alerts	Non returning Students to help alert of enrollment	All paper work in on returning students	Called on diplomas not sent out for different reasons
June	125	120	132	46
July	26			59
August				109
	151	120	132	214

**Total contacts for 2016-2017 for all sections--4331**

Note: Attendance and incomplete class and grades were the main topics for early alerts

**Goal 2 Cultivate and maintain partnerships to inform and improve academics, student experiences, and regional needs.**

- *Conduct a comprehensive feasibility study (Environment Scan Survey) in collaboration with educational, civic and community leaders in NOC's service areas for the purpose of identifying which of the following initiatives would best serve partnership and workforce needs (expanded internships; serve as regional economic development resource; increase community partnerships)*
- *Work with academic leadership, division chairs, faculty, and appropriate staff and administration to strengthen business partnerships (expanded advisory boards with minutes posted)*
- *Enhance the College's capability in career advisement through appropriate training (train counselors in career assessments; connect Orientation students to counseling resources) Provide data to faculty, counselors, recruiters, and students for informed decisions in career advisement and curriculum development (IR data bank; job placement rates; graduation rates by major; annual fact book)*
- *Provide increased opportunities for students to connect with the business community (advertise internships; career fairs; post professional associations/contacts; job shadowing through alumni contacts; alumni speakers; promote workforce training in community)*
- *Identify opportunities for students to develop personal and professional skills through intermediary steps toward degree completion and non-degree options (review certificate options; promote community offerings; identify funding to expand senior citizen offerings)*

Sept. 2017 Updates

- The Criminal Justice Program through the guidance of Troy Cochran has recruited thirty new members to the Criminal Justice Club for the Fall of 2017. Working in cooperation with Dr. Rae Ann Kruse the Criminal Justice Department is currently in the process of placing from four to eight students in various community agencies as interns for the Fall 2018 semester. The Criminal Justice advisory board has now met twice with strong representation from both rural and city law enforcement agencies, youth services, sheriff offices, and drug enforcement.
- Social Science Division Chair Mark Silkey and Behavioral Science Instructor Darrell Frost worked with the NOC Gear Up Program Director Jermie Fansler to create five behavioral science internships for the summer of 2017. In the summer of 2016 three NOC interns, two from the Enid campus and one from the Tonkawa campus served in the internship. Gear Up has secured a grant to conduct a college preparation outdoor camp experience with high school students at Camp McFadden. NOC behavioral science students will provide camp sponsorship including mentoring in leadership, personal growth, and anticipation of the collegiate experience. The grant will provide for up to eight paid internships for the NOC students that will include three hours of behavioral science college credit. The intention of the Social Science department is to continue building the internship program with the help of Dr. Rae Ann Kruse.

- Sheri Snyder attended the OSRHE Economic Development Council meeting on Sept. 5; this council provides helpful information for statewide partnerships in support of the regional workforce.
- The internship program, under the direction of Dr. Kruse, continues to thrive. The following are summer 2017 internships.

Intern	Campus Location	Academic Division	Internship Location
Nick Bocanegra	Tonkawa	Mass Comm	Newkirk Herald
Dakota Doyle	Tonkawa	CRMJ	Hominy Police Department
Ethan Fields	Tonkawa	Math	Sherwood Forest Summer Camp
Jacob Dickson	Tonkawa	Behavioral Science	NOCLIP summer camp
Trevon Lewis	Tonkawa	Behavioral Science	NOCLIP summer camp
Raegan Mach	Tonkawa	Behavioral Science	NOCLIP summer camp
Jaelyn McCormick	Tonkawa	Behavioral Science	NOCLIP summer camp
Joshua Haley	Tonkawa	Pre-Engineering	The House FM
Yenifer Perez	Enid	Business	Atwood's Corporate Headquarters
Cody Rutherford	Tonkawa	CRMJ	Ponca City Police Department
Kayley Tah-DeLodge	Tonkawa	Behavioral Science	Otoe-Missouria Tribe

Press releases available at <http://www.noc.edu/internships>

- Two spring pre-engineering interns accepted part-time job offers with engineering firms (Enid and Stillwater) who hosted our NOC students, and two summer interns (pre-engineering and business) accepted part-time job offers by their hosting companies.
- The Agriculture Advisory Board hosted its fall meeting on August 24, 2017. Community board members present included Allen Miller, OK Dept. of Career Tech; Regent Dale DeWitt; Keith James, JKJ Auctioneers; and Jeremy Johns, P&K Equipment. Minutes from the meeting, reflecting board members' suggestions for the program, are available at <http://www.noc.edu/agriculture-advisory-committee>.

### **Goal 3 Upgrade facilities for quality and efficiency.**

- *Student Housing—Enid and Stillwater*
- *Campus Infrastructure (Utilities; Building Exteriors; HVAC; Stillwater Campus; Campus Beautification)*

#### Sept. 2017 Updates

- Construction on the Stillwater classroom building continues on schedule with completion anticipated in time for Fall 2018 classes to be housed there.
- An open house was held Sept. 12 for the newly-renovated Cultural Engagement Center (CEC) for the NASNTI grant. Prior to the formal open house, Dr. Heather Shotton provided four sessions of a seminar on Native American learning styles to faculty during in-service week on Aug. 15 in the CEC.



Photo Captions: Dr. Heather Shotton presents at Fall 2017 faculty in-service and the professional development seminar room of the CEC.



Photo Caption: Open House for the Cultural Engagement Center, Sept. 12, 2017

**Goal 4 Enhance professional development and quality working conditions for NOC employees.**

- *Provide a formalized orientation based on a checklist to introduce all new employees to key aspects of Northern Oklahoma College (campus tour; institutional history, values, mission; campus involvement opportunities; cultural opportunities; policies, procedures; employee handbook/operating manuals; mentor program)*
- *Enhance the new faculty (full-time, part-time, and adjunct) orientation program in alignment with the overall new employee orientation but with customization for faculty issues*

*(opportunities for training; tenure procedures; classroom evaluation procedures; deadlines for academic reports)*

- *Assess faculty development needs in order to accomplish and align with the institution's goals and strategies, including development opportunities related to specific disciplines, as well as general education competencies identified for all Northern graduates, and develop an action plan to accommodate those need (internal and external learning opportunities; guest speakers; cultural/education fieldtrips; institutional time and financial support)*
- *Enhance the new staff (full-time, part-time, and adjunct) orientation program in alignment with the overall new employee orientation but with customization for staff issues (policies and procedures; break guidelines)*
- *Assess the staff's development needs in order to accomplish and align with institution's goals and strategies, including development of opportunities and an action plan related to specific disciplines (institutional funding and release time for external training, degrees, certificates; cross-training; professional development library; technological resources)*
- *Identify a process and an existing employee satisfaction survey or develop one that meets Northern's goal of improving engagement and performance among all NOC employees (review instrument annually; encourage all employees to participate; post results)*
- *Develop and utilize an internal review process for co-curricular plans and assessment (objectives for each department in connection to mission; utilizing employee satisfaction survey results; post plan to Portal)*
- *An ongoing system of operations analysis will be used to determine appropriate staffing levels, technological efficiencies, and resource efficiencies, as needed in each department and across the institution (revised annual performance review with training for reviewer/reviewees; 90-day and annual reviews; annual review of salary/ compensation packages, using market surveys; further develop employee classification system; annual job analysis)*

#### Sept. 2017 Updates

- Dr. DeLisa Ging, Instructional Designer and Coordinator of Professional Development, sent the September 2017 newsletter of professional development activities to employees, advertising the following upcoming offerings:
  - Sept. 15, 1:00 (available to all campuses via ITV)-*Taking a Cue: Using Verbal and Nonverbal Communication in the Classroom*, Speaker: Tamara Brown, Chair of NWOSU Communications Dept.
  - Sept. 15, 1:00 (Harold 302)-Understanding Diversity Workshop, led by Eugene Smith
  - Sept. 22, 1:00 (available to all campuses via ITV)-Language Preservationist, Joshua Hinson, Set to Speak

Faculty professional development offerings are reviewed through online survey sent to all committee members. Additional Fall 2017 offerings will include the following:

Oct. 13-Wade Burleson, local Enid historian, will share his research on 19<sup>th</sup> century Native American education, its ramifications on today's classroom, and its connection to the beginnings of the NFL.

Nov. 3 (Stillwater), Nov. 10 (Enid), and Nov. 17 (Tonkawa)—Dr. DeLisa Ging will provide training on Turnitin.com in conjunction with Ben Hainline presenting on copyright guidelines.

- During faculty in-service week, Dr. Ging provided the annual training for faculty on Blackboard and ITV best practices to complement the technical training provided by the IT Department.
  - Eugene Smith has arranged for several speakers and presentations in conjunction with the Diversity Council's recommendations. 2017-2018 topics include the Sept. 15 Understanding Diversity lecture noted above, as well as the following:
    - Sept. 22-Saudi Cultural Exchange Lunch
    - Oct. 12-Hispanic Heritage Lecture
    - Oct. 27-Presentation on Developing Cultural Competence
    - Nov. 9-Native American Heritage Lecture
    - Feb. 8-Black History Month Lecture
    - Feb. 23-Presentation on Creating an Inclusive Community College
    - March 8-Women's History Lecture
    - March 30-Presentation on Working with International Students
    - April 6-Autism Awareness Lecture
    - April 13-Presentation on Creating Engagement Strategies for Low Income Students
    - May 4-Mental Health Awareness Workshop
  - Dr. Ed Vineyard is leading the Staff Professional Development committee in 2017-2018. The committee is currently reviewing possible professional development topics, including the following:
    - More StrengthFinders--a fairly logical step since we have already done two of these; however, newer employees may not benefit as much having missed earlier workshops.
    - Mental Health--a session devoted to keeping yourself mentally strong and stable at work.
    - Physical Health and Wellness--fitness and nutritional tips for healthy office living.
    - Office Ergonomics
    - FERPA Training
    - Rhett Laubach--well-known Oklahoma-based speaker who presents on a wide-variety of topics. His website is [www.yournextspeaker.com](http://www.yournextspeaker.com).
    - FISH! Philosophy. [www.fishphilosophy.com](http://www.fishphilosophy.com) The famous workshop that teaches practical tools to help create a better work culture.
    - How to deal with difficult people, tips and tricks to handle uncomfortable situations in the office.
    - Outlook Training. A session teaching staff how to better utilize our email program.
    - Excel and Access Training. Learning how to use spreadsheets and databases.
- The committee also asked Executive Council to make recommendations on how staff in areas with limited coverage could attend sessions. Executive Council recommended rotating staff to allow turns in attending with sessions videotaped so that staff unable to attend in person could review.

**Goal 5 Diversify and increase revenue streams.**

- *Increase sales in food services (flexible hours, expanded/nutritious menu; flexible spending)*
- *Increase bookstore revenue (increased technological offerings; increased online revenues; explore rental of electronic devices)*
- *Increase resident hall habitation with dorm renovations and new construction (build new dormitories; fill residence halls)*
- *Establish an institutional target for grants in terms of number of submissions, percent of submissions funded, and total revenues from funded proposals (review indirect costs; support through Grants Office, providing mentoring, quarterly updates, grant page; host workshops)*

**Sept. 2017 Updates**

- The NOC Foundation continues to serve a vital role in funding, particularly during years of reductions in state appropriations. In July and August of 2017, the Foundation processed donations totaling \$33,450 in support of ewes and rams for the Sheep Center, a new scoreboard for the Maverick baseball field, and the Gateway Activities fund. In addition, the Foundation has already awarded \$101,807 in scholarships for the 2017-2018 academic year, assisting 160 students in furthering their education.
- Grant applications have been submitted to support funding for two projects in the Arts. The National Endowment for the Arts (NEA) Art Works Grant was submitted by the Foundation August 2, 2017. If awarded, this grant will assist in funding the 2019 Gala. NOCF requested \$15,000 through the NEA and Northern will be required to match. Notification of the award is in April 2018.
- In addition, a grant was submitted in August 2017 by Academic Affairs for matching funding of the fourth annual Chikaskia Literary Festival. Notification of the award is expected in September 2017.