

2014-2015 NOC Strategic Plan Updates and Draft of Year 3 Priorities

Goal 1A Enhance the quality of life for students.

Highlights of Progress

- Created institutional assessment plan that included measurements for co-curricular such as student activities, residence life, and other student services.
- Hired student activity coordinator and director of residence life to increase number of student activities.
- Upgraded wireless---network upgrade for Marshall and new fiber for Harmon Science (E).
- Expanded tutoring services with tutor.com (1A and 1B).
- Created Diversity Council and monthly speaker series.
- Added new wellness equipment and installed infield turf at Failing Park (E) as well as completing softball practice field (E).
- Formed Wellness Committee with newsletter production and increased activities.

Goal 1A Year 3 Priorities

- Establish additional focus groups to identify new student activities, and begin tracking attendance and feedback on existing activities, meeting with focus groups 2-3 times per semester.
- Design entrance/exit documents/electronic surveys concerning student interest in activities (potential focus groups in Orientation classes).
- Identify additional resources for ESL services—e.g. reviewing peer institutions, investigating possible grants for ESL Writing lab and undergraduate International Studies & Foreign Language Program (U.S. Dept of Ed) with Coordinator for International Students as potential P.I.
- Identify professional development opportunities for faculty and staff working with ESL students.
- Promote international student organizations on all three campuses, identifying “champion” for organization both in faculty/staff and student populations.
- Explore dedicated spaces for campus activities centered on varied populations—e.g. Native American and International students.
- Implement additional safety training for employees, including CPR training.
- Design and implement online sexual harassment training for students, faculty and staff.
- Continue to explore ways to successfully implement mental health days (depression screenings, etc.) on all three campuses.
- Explore technology, particularly apps concerning campus safety.

Goal 1B Enhance recruitment, retention, and graduation

Highlights of Progress

- Created new position to serve international students beginning Fall 2015.
- Created report to track advisors’ use of the Early Alert System.

Goal 1 B Year 3 Priorities

- Communicate cost of attendance more effectively prior to enrollment, asking students if they will utilize Financial Aid and recommending contact. Also make hard copies of cost comparison chart available at registration sites and ask advisors to review with students before enrolling.
- Update checklist in Advisor Handbook and make available as individual handout.
- Provide further student and faculty training in Blackboard.
- Further utilize Early Alert System to track additional points of departure.
- Develop enrollment management plan encompassing marketing, enrollment, and retention.
- Identify new opportunities for hosted events bringing students to campus—e.g. debate tournament in Enid planned for February 2016.
- Utilize exit interview to collect feedback on why students chose NOC to aid in recruitment.
- Update student demographics as needed through advisor checks.
- Incorporate advisor “nudges” by communicating with students about important academic events, such as last day to drop, resources for academic probation, and other student issues.
- Review programs that can be implemented for first-generation college students—e.g. OSU’s First to Go.

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

Highlights of Progress

- Tracked number of internships and discussed options with division chairs for expanding.
- Mapped current degree offerings with Oklahoma Department of Commerce state ecosystem endorsed by Governor Fallin.
- Developed draft of embedded certificate for Child Development to be approved in 2015-2016.
- Began research for certificate option in Physical Training.
- Identified guest speakers for Social Sciences, including Clayton Johnson, US Marshall.

Goal 2 Year 3 Priorities

- Continue to develop degree options and certificates to meet regional needs.
- Continue to expand internship opportunities—identifying local and regional businesses for internships, summer jobs, and job shadowing through World of Work, PTEC classes, and other venues; establishing policy concerning liability and privacy issues; and creating contacts from history of past internships.
- Establish additional advisory boards and coordinate existing boards for annual event.
- Investigate American Apprenticeship Initiative Grant for program development.
- Publicize a point of contact for community to communicate interest in business partnerships.

Goal 3 Upgrade facilities for quality and efficiency.

Highlights of Progress

- Began NOC-Stillwater facility planning with approval of master lease--funding is secured.
- Started construction phase of Enid and Tonkawa dorms with Fall 2015 completion.
- Renovated Tonkawa Bookstore.
- Began renovations to Enid Cafeteria.
- Renovated Marshall Hall (Enid) chapel and offices with refurbished wood, new ceiling, paint, and tile replacement.
- Developed way-finding plan with a new signage system in place by Fall 2015.
- Upgraded classroom buildings with 50 new computers (T,E,S), new projectors (T,E,S), a new math tutoring lab (T), new classroom control system (E, ZL301), Lecture Capture (E, ZL 406 and 407), and renovations to Crowder and Harmon Science laboratories and classrooms, as well as the Agriculture Barn classroom.
- Replaced carpet and tile in Marshall, Zollars, and Harmon Science offices (E) and Crowder Science offices (T); completed construction of offices for Math faculty in Wilkin Hall (T).
- Completed exterior building rehabilitation of Harmon Science, Everest Administration, Art, Briggs Auditorium, Mabee Center, and Hallie Gantz (E) and residence halls (T), as well as plumbing repairs in Foster-Piper Fieldhouse (T).
- Renovated residence hall restrooms.

Goal 3 Year 3 Priorities

- Hire architect for Stillwater facility and begin design planning.
- Begin Tonkawa cafeteria and residence hall restrooms renovation.
- Continue upgrades of electrical systems, fiber, and backup recovery in Enid and Tonkawa.
- Begin renovation of Central Hall (new windows, other renovations as needed).
- Continue reviewing scope of renovation for Harold Hall (Tonkawa).
- Add accessible doors to restroom in Administration building in Tonkawa.
- Replace HUB equipment in Enid.
- Enhance Wifi.
- Renovate Residence halls, Student Union, and elevators in Tonkawa.
- Upgrade safety and security systems in Tonkawa and Enid.
- Begin planning process for Wellness Center in Enid.
- Replace roofs as needed.
- Renovate alumni/booster/donor rooms in Tonkawa and Enid.

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

Highlights of Progress

- Added Instructional Designer/Coordinator of Professional Development position to expand faculty professional development—ITV and Blackboard Best Practices, Prezi, Bridges Out of Poverty, Dust Bowl, and OKC Memorial Museum.

- Expanded staff professional development—Communication Strategies, monthly diversity speakers, and supervisor training on employee evaluations and communication.
- Began training new employees with orientation checklist.
- Held preliminary discussions with USI Southwest, benefit consultant for the OKHEEI Group, to discuss possible options and structures to consider for health, dental, and other insurance for employees for 2016.
- Conducted Well On Target Healthy Worksite Assessment by Blue Cross Blue Shield of Oklahoma with a resulting Wellscore for NOC of 41%, a “Making Strides” rating. The Wellscore for the thirteen institutions in our OKHEEI Group was 36%, reflecting a “Needs Focus” rating.

Goal 4 Year 3 Priorities

- Insure that information shared in new employee training is shared with existing employees as well.
- Increase staff and faculty participation in institutional committees based upon interest and expertise.
- Charge Faculty Affairs and Staff Affairs committees to reassess the evaluation instruments to measure customer service and faculty assistance.
- Assess committee chairs on effectiveness of committee function and communication.
- Investigate health care options that allow employees to allocate medical coverage.
- Solicit additional feedback from faculty/staff on professional development needs.
- Educate all employees on per-person funding available for professional development.
- Develop job manuals for staff positions to ease transitions.
- Review 360 degree evaluation process that would include faculty evaluation of division chairs, VPAA, campus VPs, etc.
- Provide faculty with salary information from NOC, peer institutions, national leaders, etc.
- Provide support for faculty to meet new HLC coursework requirements of 18+ graduate hours in area of instruction.
- Increase training to all employees on Title IX.
- Provide ongoing technology training and fitness options for employees in all locations.

Goal 5 Diversify and increase revenue streams

Highlights of Progress

- Reviewed local sales tax options and removed objective from strategic plan—currently not feasible.
- Established price structures for new dormitories in Enid and Tonkawa.
- Developed assessment plan for scholarship program.
- Developed donor wish list.
- Applied for Native American grant.
- Developed manuals for grant accounting procedures.

Goal 5 Year 3 Priorities

- Continue providing training for employees on grant writing and management.

- Continue developing need list for potential donors.
- Create focus groups to explore increased sales with food services and bookstore revenue, flexible spending option, book rental system, online, e-books, and scholarship book program.
- Continue to provide grant training with employment of new coordinator, appointment of interim Grant Committee chair, and online grant writing class at Career Tech.
- Explore family foundations and corporate foundations for e-book scholarships.
- Work with professional societies for scholarship funds.
- Through NOC Foundation, explore gift/pledge program with new software, further developing donor wish list, communicating on website, reviewing pledge campaign and feasibility for capital campaign.

Suggestions related to improving communication in all areas:

- Clarify for students that what is full-time for financial aid is a federal policy, not an NOC policy.
- Incorporate module/video on financial aid in Orientation classes.
- Create packet for new student advisement including information from old printed class schedules.
- Use employee checklist as Q and A in staff and faculty meetings for returning employees.
- Utilize Survey Monkey in pre-semester Orientation day to ask students what attracted them to NOC.
- Insure recruiters are being invited to all events hosted for high school students to communicate with potential students.