

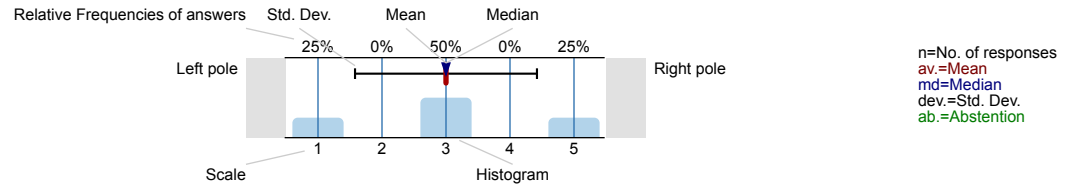


Northern Oklahoma College

Strategic Plan Needs Assessment ()
No. of responses = 144

Legend

Question text



1. Mission, Vision, and Core Values

1.1) Does NOC's current mission statement still provide the focus and breadth needed to guide the institution for the next six years?



1.2) Comments on the mission statement:

- "Life Changing" is ambiguous and omnidirectional. Lives changes regardless of what we do, what the students do and even the experiences we create (co-create with students) are good, bad and/or in-between. But for the purposes of a mission statement, we need specifics. Life improving? Life affirming?
- We create experiences and opportunities for students to develop their potential as learners and leaders so that they may return to their own communities with the knowledge, skills and experience to transform their world, both locally and globally, for the better.
- Although it is important to have skills and education that can transfer to a four year institution, why aren't we putting more focus on student entering directly into the workforce upon graduation?
- How do we assess "life-changing" experiences?
- I agree with the mission statement but feel it is too long and wordy.
- I believe that our mission statement is an accurate representation of the goal of Northern and what should be our focus through the next strategic plan.
- I believe the mission still represents the key values we want to support at NOC--high-quality education at an affordable price and the open-door admission that allows all students an opportunity to have those life-changing experiences.
- I think we need to be more accessible in the areas of on-line classes offered and concurrent enrollment needs to be more accessible because that would help with recruitment.
- I would recommend the mission statement be condensed to:
Northern Oklahoma College provides high quality, accessible, and affordable educational opportunities and services which create life-changing experiences.
- Instead of "oldest", I think we should say we are Oklahoma's first community college.
- It is perfect the way it is. Don't change it.
- It's good
- It's seems long but I understand the info it contains is vital
- Mission statement is fine. But, we need to be focusing on some community support items, such as course for CEU credits (1 to 2 hour workshops), workplace support training, OSHA, Environmental, etc. Certificates for items related to training requirements for agriculture, etc.
- Much work and consideration was put into this Mission Statement. I believe it continues to be ideal.
- Not sure what "effective learners" are, or exactly what that is supposed to mean.

- Possibly expanding the breadth of the statement: develop students as effective learners and leaders within their communities, state, country and globally in a connected, ever-changing world.
- The part "develop students as effective learners and leaders within their communities in a connected, ever-changing world" is part of a strong mission. Faculty and their curriculum needs to reflect how they are doing this. Just my opinion.
- none

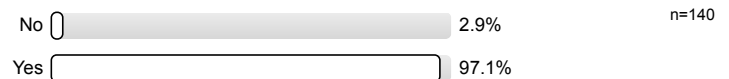
1.3) Does NOC's current vision statement still represent the model NOC strives for?



1.4) Comments on the vision statement:

- Cultural enrichment is limited to Tonkawa campus only.
- How do we use this statement? What purpose does it serve? If it doesn't serve a purpose, do we really need a vision statement? Is having a vision statement just a hold-over from the 1980s?
- I put "No" because "cultural enrichment, promoting success, and collaborative learning, creative and forward thinking, and community responsiveness" are strong visions and core values. I am not sure how that is measured proactively. So I would rather say "No" for now. But I think it is a good Vision.
- In fact, NOC has become the leader in several areas such as reverse transfer and return on investment according to external sources.
- It sounds like we are only interested in recognition in these areas. Why not say "Will be a model institution"? We don't need awards and recognition to make us feel good about ourselves.
- Not sure the intent of "collaborative learning"!
- Still applicable.
- Still good.
- This is still a good vision statement but I'd like to examine how collaborative learning is demonstrated through initiatives in the next strategic plan.
- none

1.5) Do NOC's current core value statements still represent the values that best represent NOC?



1.6) Comments on the core values:

- "Individualized services" cannot be provided in a 60 person class in the new building.
- Concerned for the continuing budget cuts and raising costs for the students.
- I don't know what fields are expected to grow over the next 10 years; believe we need to stay on top of that.
- Perfect.
- Personalized:
welcoming, safe and CHALLENGING. It ain't easy. It shouldn't be. But challenge with support and security is how personal growth occurs. (This corresponds with Community and Civic Engagement).
- Should Community and Civic Engagement include some aspect of community service? ...Something along the lines of recognizing needs within the community and actively joining in efforts to meet those needs.
- We do not have a democracy. We have a republic.

- none
- we are two decades into the century...how about prepare students for the need of future professions.

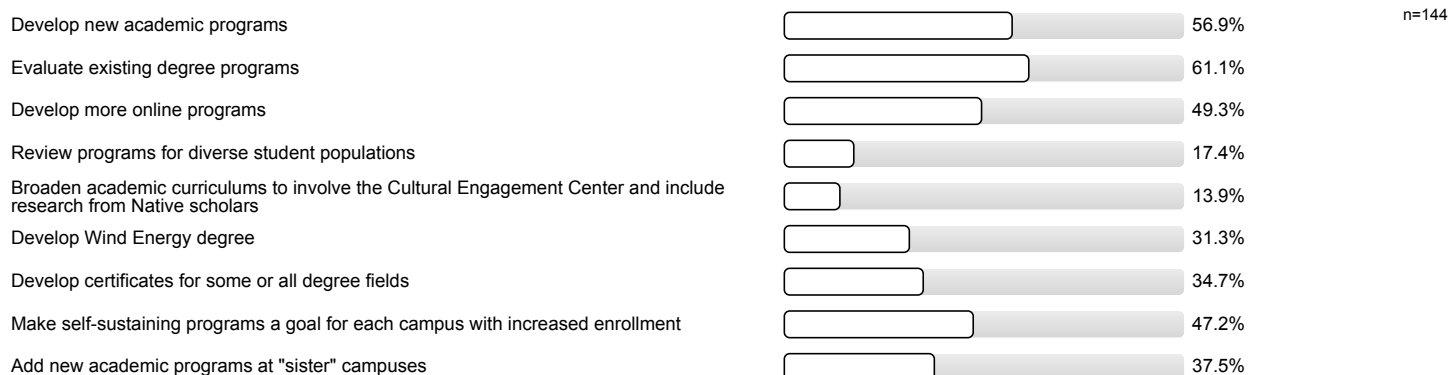
2. Goals

- 2.1) Goal 1A: Enhance the quality of life for students.
-
- 2.2) Goal 1B: Enhance recruitment efforts as well as retention and graduation rates.
-
- 2.3) Goal 2: Cultivate and maintain partnerships to inform and improve academic decisions, enrich student experiences, and support regional needs.
-
- 2.4) Goal 3: Upgrade facilities for quality and efficiency to enhance the student experience.
-
- 2.5) Goal 4: Enhance professional development opportunities and quality working conditions for NOC employees.
-
- 2.6) Goal 5: Diversify and increase revenue streams.
-
- 2.7) Comments on goals:
- 2.6 We need to increase revenue but not through grants that create unpaid work for employees.
 - Boosting enrollment has to be a top priority.
 - Diversify revenue streams to me means spending millions on employees and zero on buildings, instead the reverse that we are currently doing.
 - Each of these goals are important and while much was accomplished in the last strategic plan, I believe we can continue to improve in these efforts.
 - Goal #3
Understandably, budgetary concerns remain at an all-time high. However, it should never be deemed acceptable to force faculty and students to sit in non-air-conditioned classrooms and dormitories. This is not an environment conducive to learning, nor is it productive in trying to retain students. At some point outdated equipment must be replaced. When the problem continues to occur, both faculty and students believe they are not valued or even cared about.
 - Goal 1B - we need to improve our recruiting efforts. It can't be just local, we provide opportunities for the region not just our few counties. We need a broader outreach to support the efforts.
- Goal 3 - it is so much about physical facilities, it is now about the support of opportunities, i.e. more research, more involvement, more experiential learning.
- Goal 1B: While retention rates look great, the recruitment office needs guidance and direction to make every effort to reach great potential students. When that contact is made NOC needs to be represented with punctuality and professionalism.
- Goal 2: Would like to hear from our students on this goal.
- Goal 3 regarding upgrading facilities is far and away the most important goal listed here. Several buildings on campus are in need of new HVAC systems. More importantly, most buildings do not have any sort of security measures at all, which in today's world is downright

irresponsible.

- Goal 4 - What types professional development opportunities are available for employees that are not faculty or administration?
- I believe that we need to continue to upgrade facilities to enhance student experiences. Recruitment needs to be more aggressive.
- I do not like the auto-bill ebooks and disagree with "increasing revenue streams" from already over indebted students.
- I have seen much improvement in students experiencing college life. NOC appears to be taking a more proactive approach to ensure students have opportunities to experience college life.
- I think we have done well with retention efforts and may need to focus more on the recruitment aspect.
- I would add a goal that is about better communication and job efficiency within the organization.
- It is time to invest in employees rather than buildings.
- RECRUITMENT EFFORTS should be a #1 Priority. In association with upgrade of "facilities" this should also include upgrade of equipment to enhance student experiences.
- Some of the student facilities have been in need of attention for quite some time. I hear continual student complaints of mold in dorms and wellness center, leaky ceilings, poor wifi connectivity.
- The quality of life for students is very good. I think it can coast for awhile and not be front and center. On the Enid Campus, upgrades are necessary. The heat and air units for Zollars are not sufficient. On the first floor, we either freeze or burn up. Classes are sometimes cut short because sitting in class yawning from the heat or sitting there in coats, gloves, and scarves does not make for good class time.
- These are still great goals to reach towards. My concern is when staff/faculty have reached out with possible new ideas and want to help with recruitment efforts, leadership does not seem receptive to outside ideas.
- Training for counselors and registrar employees on properly enrolling students -- they need to be in our faculty meetings so they hear updates and can ask questions if they are unsure of how to place students.
- Upgrades facilities just so that we are able to use WiFi. Nothing that is offered on campus or off campus as far as technology works to its ability!!
- We have spent enough on the campuses for now. Need to make sure we are offering the right courses for the changing world we live in.
- With budget cuts, it is hard to provide quality professional development opportunities. Our main goal should be to recruit and enroll more students and increase graduation rates. Increased enrollment will provide more revenue to the college which will in turn be beneficial to the other goals listed here.
- none

2.8) Academic Program Development:

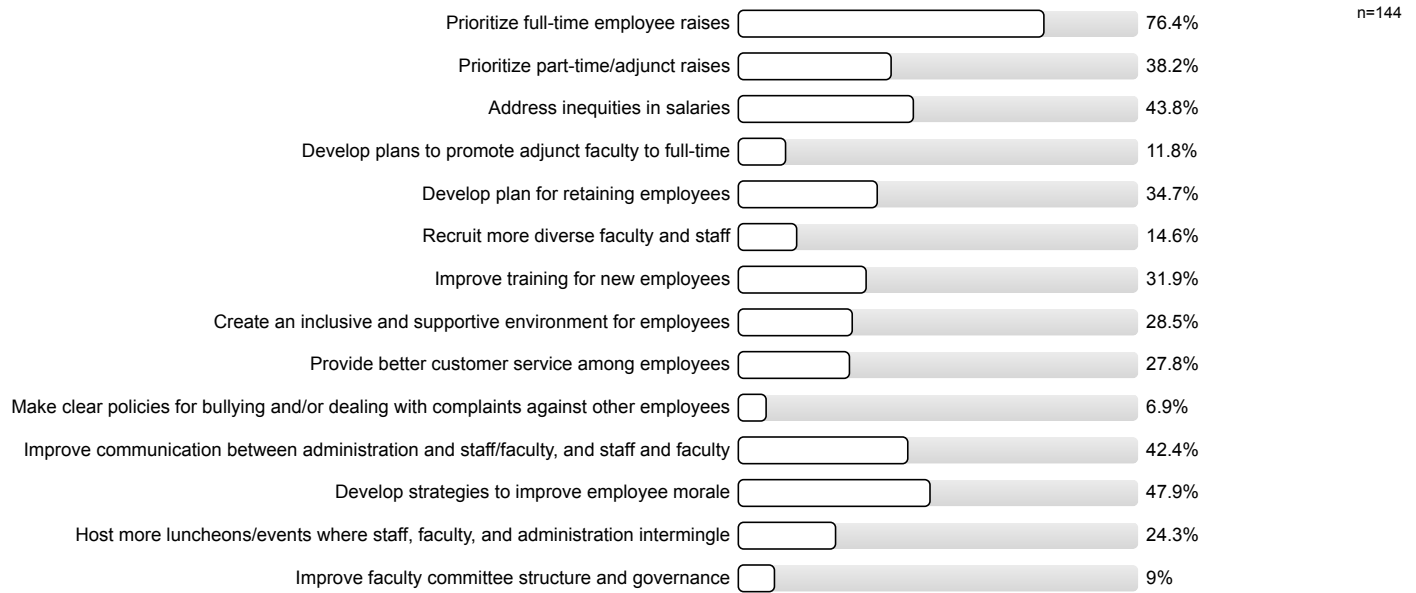


2.9) Comments on academic program development:

- 4 year mechanical degree
drama class with annual production would be nice enid has the gas light theater that has a great following.
- Again lets focus on what isn't working with what we are already doing. You cannot keep students or design other programs when the ones that are offered do not work accordingly.

- Building certificates with in a Degree Field is a must. Will increase job opportunities while going to school, provide incentives for students to complete degree plan and so forth.
- Definitely keep evaluating existing degree programs, filtering out ones that are not pursued, and possibly adding some new ones. I know we are a diverse campus, but some of my students tell me they feel singled out because we are trying too hard.
- Developing a wind energy degree will open up a new area for the college to grow. Offering design classes and engineering classes in Enid
- Fine Arts, drama, music, Art in Enid
- I believe that all our programs should be offered at every campus. It is kind of crazy that you can start a degree on one campus but then have to travel to a completely different campus to complete that degree.
- I don't know what a "self-sustaining program" is. I know what those words mean, but not when you put them together like that.
- I like the idea of Wind Energy degree. Will the be something that will continue to grow in the career field or is it going to become stagnant due to the Wind Catcher Energy project failing? A big push is coming towards "Technical" careers. While we have great career tech programs is there degrees that could be offered at NOC that would be in a similar category to meet the growing need. Wind Energy I believe would fall under this area.
- NOC does need additional academic programs.
It also needs additional participation/activity type programs.
- New or updated programs are needed to boost enrollment. Existing programs need to be evaluated to see if they are still viable.
- New programs must be reviewed in light of facilities, resources, and individual campus mission.
- On-line program should still be interactive not just reading notes / taking exams
Evaluate programs to see that programs are meeting standards of industries and changing as the industry changes. Evaluate programs to apply classroom concepts to real life situations
- Providing classes for engineering on the Enid campus would be beneficial. Requiring students to drive to Tonkawa creates a hardship that leads most to abandon the program.
- So is it a sister campus or main campus? Grow where growth needs to take place to help NOC not campus specific. If you take a person from Enid and move them to Tonkawa because they have the same degree do that actually increase enrollment? Shouldn't every degree be offered on our "Main" campus if it is the "Main Campus"?
- Use Stillwater and Enid locations to their fullest potential.
- Vet tech program in Stillwater, Biotech program in Stillwater?
- We are doing well with continuing to develop new academic programs. It should always be a priority to stay current and meet the current demands of the work force with degree programs that produce marketable employees.
- We need to be expanding our experiential components of our degree programs. It is not so much about a specific degree but the opportunities and tailoring of that degree to the needs of the students. We need more hands on opportunities, research, skills such as CAD, introductory exploration courses, and career path planning support. We need to be creative in allowing for expansion and sharing between campuses, e.g. finding ways of integrating the course programs to become more flexible.
- We need to evaluate the needs in our area so that we are providing the education employers in our area need. Our advisory committees are great resources to offer suggestions. I know there has been much talk on a physical therapy assistant program and ag technology programs. We need to commit to these new programs before other institutions offer these services.
- We need to have more diversity in what we offer both in class and online in order to remain competitive. This might mean that we should evaluate older programs and develop new ones together.
- While the grant provides the incentives for increasing use of the Cultural Engagement Center and include research from Native scholars, I think we need to refocus and have a priority for undergraduate research across disciplines. And if we want emphasis, females in science, minorities and Natives in all disciplines. We may have missed the boat on Wind Energy. NOC as an institution needs to reevaluate the concept of "we are a teaching institute" and understand that education is fundamentally about research. Intra-discipline and inter-discipline research is the direction of the future in undergraduate research which includes all levels of academia, not just large "research" institutions. And our State Regents supports undergraduate research.
- Work to expand the MOU with OSU to offer a wider variety of courses. This would be good for our Gateway students and financially beneficial for the institution.
- Would like more info on these initiatives - Wind Energy, Sister campuses, what does 'self-sustaining' look like?
- none

2.10) Employee Quality of Life:



2.11) Comment on employee quality of life:

- A relaxing quite space or almost napping place would be nice. A room that is dim and has relaxing noises where people don't have to talk to each other.
- A tenured college professor should not be able to make \$4,000-\$5,000 dollars more in public schools in just base salary. When a majority of higher education institutions do not require professors to advise and enroll students, professors at Northern Oklahoma College should not have to advise in the summer or face substantial pay reduction.
- Address the 40hr per week/overtime policy. On a campus of this size employees need to have the ability to serve in multiple roles
- Addressing, really addressing issues that effect students and faculty daily.
- Adjunct faculty need a raise in a bad way. Stillwater campus has not seen a raise in adjunct pay since it started 15 years ago. Adjuncts can teach at OSU for 2-3 times more money - it makes it very difficult to attract adjuncts. Cut the faculty meeting at the fall down - it is a busy time and we are all trying to get ready for classes. Sitting and listening to updates on the campuses and where money was spent can be sent in an email that we can read if we wish. the most effective/productive part of the meetings is when we can talk about assessment, plans for the future, technology updates that affect how we do things.
- All of the things listed are important issues, although I have never heard anyone complain about inequality in salaries here. There definitely needs to be better communication between the administration and faculty. And all faculty, not just on the 'mother' campus, should feel like their opinions really matter. Accomplish that, and all will be good.
- As an adjunct employee, I feel that I am not taken serious as a professional. At the adjunct meeting, I felt the discipline speech by XXX put down my ability to discipline my own classes. I have been teaching for 17 years and I can handle my own discipline issues without being treated like a child in a meeting. I have my teaching credentials along with a masters and additional graduate classes. I feel put down by some of the full-time staff who have the same credentials that I have.
- As the demand for Registered Nurses continues to rise, there are less qualified applicants seeking to enter the field. Currently, the pool of qualified RN's in OK is aging; logically the faculty is aging as well. There should be a way for faculty members who are older and become less able to cope with the physical demands of in hospital teaching to remain employed. It would cut down on turn-over of faculty.
- Can't increase salary that is understandable, but there are other ways to keep up morale.
Good job on Friday's off last summer.
- Customer service to students is HUGE, and it's an area where we need to develop.
We MUST see faculty/staff raises. My net income was actually down from a decade ago and it's getting to the point where I have to consider leaving this profession. I don't want to, but may have to consider other options. Perhaps start with full-time who have been here a decade or more.
- Don't create our own barriers to help our existing employees. Not long ago people could pick up extra income but working multiple jobs. That is still happening a lot of places but we are unable to because of FSLA. Not sure FSLA is actually in place or at least isn't being interpreted consistently between institutions. I don't know if other places are changing job descriptions to combine jobs and salaries or just allowing for individuals to work multiple jobs.
- Employee morale is low mainly due to no raises (again).....no raises causes employees to be dissatisfied with work and critical of those

making more money than they are. The low morale also causes an even greater divide between administrators and staff. Communication between staff and administrators is not good,

- Employee raises were not given this year, which can impact retention and morale of employees. One way to offset this would be to offer free tuition at NOC as well as OSU, especially in light of the Gateway partnership.
- Employees need a cost of living raise. With that it seems that during administration and employee meetings a lot is said but not heard or maybe not acted upon by the administration sometimes. It's sad that the state did not see fit to include the colleges in there state employee status so all employees could get the pay raise.
- Ensure the faculty have the resources they need to do their job such as text books and supplies.
- How about faculty actually participates in our students outside of the classroom. I would love a raise but know that isn't a possibility with the state budget the way it is. I would like to see more time off or vacation time added.
- I feel that we have addressed many of these areas. The faculty/admin communication is much better. NOC does many luncheon/events with faculty and staff.
- I truly enjoy working at Northern Oklahoma College and appreciate the people I get to work along side. Unfortunately, there are times that I feel like communication is lacking among departments, faculty/staff, administration that we can improve on. Also, I would appreciate the inequities in salaries being looked at. There are positions that are in Masters degrees preferred or devote time beyond their 40 hours that are not making equivalent to their peers at other institutions or at the rate that individuals with certain degrees are projected to make. Of course, when an employee feels appreciated in small ways it can help retain them. Two ways that I think NOC has done this is through extra holidays (4th of July 2017, Thanksgiving 2018), summer hour change, and polos. While these were small tokens it did let you know that administration was trying to do something to help.
- I'd like to see time-consuming inefficiencies be a major target. Even small items. If you can save 30 seconds per student, and you help 50+ students a day, that adds up to man-hours real quick.
- I'm currently very satisfied with the quality of employee life here at NOC!
- Improve communication between campuses.
- In order to support the initiatives that need to be done - the salary structure is a necessary part.
- It's super great already so it's tough to choose an area to improve.
- Most of the employees work multiple jobs just to maintain their own lives. Education is consistently at the bottom of each government budget. We as an institution are losing employees to places and other schools that can pay more and provide better opportunities to our faculty and staff. Allowing us to have our regular hours over the summer was a tremendous morale boost to all of the summer employees. Continuing to find ways to improve morale when the funding for raises is not there should be a priority.
- SIGNIFICANT faculty raises must be a top priority. Every year that there is not even a cost of living increase is a year in which faculty takes a PAY CUT. Simply giving a small raise one year will not be enough.
- Sure, let's give everyone raises.
- The normal summer hours with Fridays off was a wonderful boost for staff morale. I hope this will be continue to be implemented in future years.
- There are no incentives to try to move up in a position that you are in.
- Top priorities full-time pay raises and inequities in salaries needs to be addressed. Fix that, you can recruit more diverse faculty and staff, an improve morale.

Committee Structure and Governance should be more uniform with traditional Academia. All institutional "Academic" Committees should be chaired by faculty, driven by faculty, and based on both faculty and administrative items to work, the number of members on Committees should be reduced to 1-2 members from each Division. All items should be worked in Committee and brought before the entire faculty for discussion and a vote...follow some form of Robert's Rules of Order. Faculty Meetings should run wit Parliamentary procedures, run by the Fac Pres. Current structure has some major flaws...when you have certain things that run well, and others poorly, or high work load and no work load, it needs to be fixed. We've been making strides, some improvement, in large part thanks to VP Academic Affairs efforts...but, it's time to quite taking baby steps and revamp.

- We should recruit who is best for the job.
It would be nice to see faculty associate with students outside of the classroom.
- While I was not emotionally affected by the college's budget not allowing raises, I know quite a few professors were upset. Also, I have learned that the "faculty" are very upset by the staff's Fridays off over the summer. As a staff person, I was very appreciative of the schedule of summer hours this last summer. I hope that the faculty members who were upset will actually think about the amount of "time off" they have in relation to those of us who are in "staff" positions.
- all maintenance take the 10hr online osha safety training class

■ none

- not all part time employees are temporary. Many are long term.. 3/4 time benefits and insurance for 3/4 time employees should be given. 1/2 time benefits and insurance for 1/2 time employees should be given. They should not be told they "are just part-timers" and excluded from notices, luncheons, etc.

2.12) Financial:

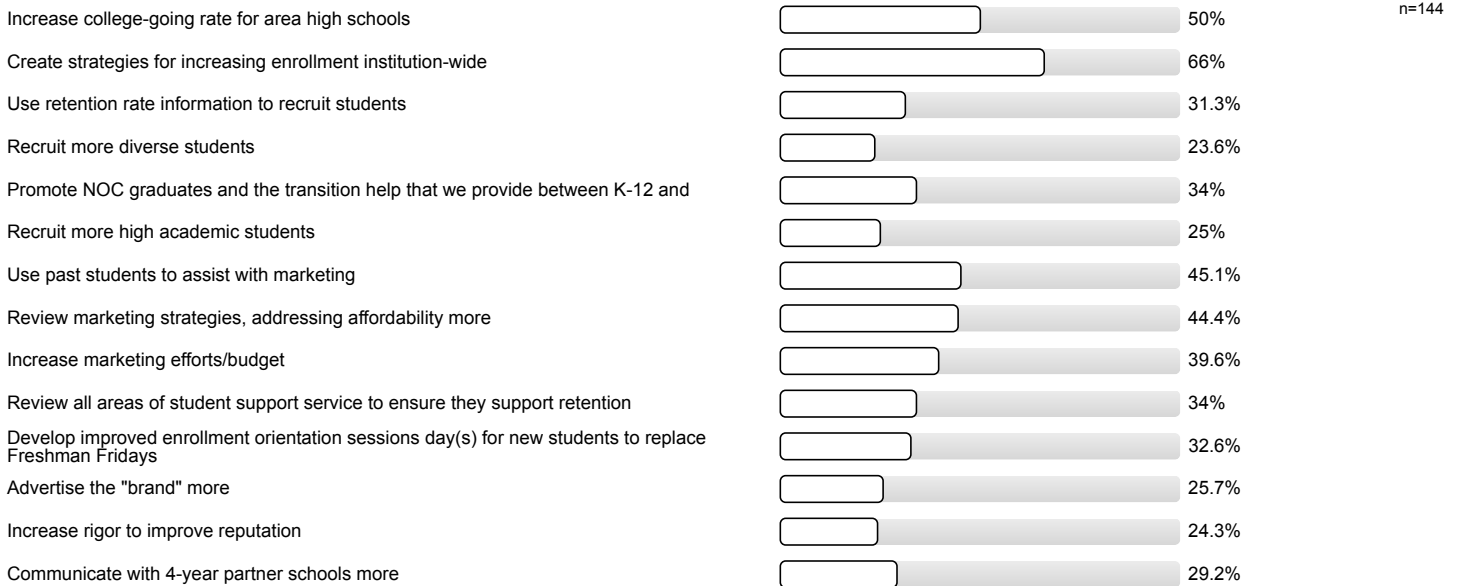
Identify new revenue sources (Private, Government, Foundation, Grant) 74.3% n=144

Review unnecessary expenditures 61.8%

2.13) Comments on financial:

- Both are no-brainers.
- Cut excessive and unnecessary spending!!!!
- Enid campus spends a lot on annual flowers. Why don't we move to flowers that seed and come back? It seems like such a waste. I would also like to see use of more hardy wild flowers that require less water. It is a waste of natural resources and we should be more sustainable-minded.
- I believe that raises across the board is absurd. Where is the incentive to do better at your job if you get one no matter what when others get them.
- I can not think of any reason why these two items should ever be laid to rest. The best way to compensate faculty, staff, and administrators alike as well as continue to improve facilities and equipment, is to eliminate wasteful or redundant expenditures, AND grow revenues.
- I think that we have some resources that can be used as potential sources of revenue. Most would require investment, risk, hard work, proper personnel, but potential gain that isn't available in other areas.
- I think there are so many flyers that are sent around to the faculty/staff that really don't need to be printed - waste of paper and printing. These are always emailed - most just throw the flyer away when they get it. Just send a few to post for students if it is open to students. We bought new office chairs/student chairs for faculty offices when we all already had those and most of them were really new - seemed to be a waste of money that could have been spent elsewhere.
- If we make an effort to work on the "undergraduate research" aspect of education, incorporate the mindset institutionally, and academically, than faculty, students, staff, administration become vested in the institutional outcomes = student success, and the grants will be easier to come by. But, we cannot expect to get faculty on board for grant writing when they have to do "everything else" that requires to be done. Something has got to give.
- Just increase enrollment.
- Consider streamlining (eliminating) executive positions.
- Maybe it's time to consider cutting some sports - at least examine what it's costing us in terms of travel, facilities, equipment, staff, etc.
- We need to support the grants staff and faculty working on grants to help diversify our revenue. Without the support, opportunities are being wasted.
- Who defines what is "unnecessary"?
- With less funding from the State, we need to continue to keep this a priority on our strategic plan.
- With the state budget always being in limbo and the drastic cuts that have taken place it is important to identify new revenue sources.
- none
- we need funds for a true 24hr 7 day security on the Enid campus

2.14) Recruitment/Retention:



2.15) Comments on recruitment/retention:

- "Increasing rigor to improve reputation," is likely NOC's most important retention goal, but unfortunately will take the longest to have any sort of effect. For so long, NOC has stood for "No One Cares" or "No Other Choice." It is seen as an easy option. NOC should have higher academic standards to counter this view, both at the individual course and administrative levels.
- A natural competition would likely occur if the average quality of student academics was elevated. Said another way, a few good students in any class/section tend to make other students work harder and achieve more.
- Again, all important. We do need to recruit high academic students. We miss the boat bigtime there.
- Efforts could be improved to retain and enroll students that voice intention to attend NOC after high school. Prospective students seem to be getting lost during the summer between their high school graduation and enrollment at NOC. For first generation college students this is a crucial period to hold their hand and insure that they know how to get started in college.
- Enhance our image through specific quality opportunities - what do we do well? What can we offer potential students? How do we stifle the stereotypes?
- I do not see that great of effort put into recruitment. There are people paid to do this and when students are asked they say they never saw anyone.
- I know enrollment is down across the state but we need to re-evaluate our recruiting strategies. Are we reaching the students we need to reach? Are we just assuming the students in our service area are going to select Northern?
Several times during the academic year we have high school students on campus. Is our information available to these students when they visit. Also, do parents realize how affordable NOC is? Maybe we could hold more parents meeting to show Northern's affordability and easy access.
Have we provided our marketing department with the budget they need to be successful?
- I think current retention methods are obviously excellent but increasing focus and resources on further retention is only going to be wasted due to diminishing returns.
- I think the marketing side could be utilized more-- in our offices and outside of the campus
- If enrollment around the state/country is declining (except for schools with heavy online presences), I'm not sure what we can do that would buck that kind of trend.
- Increase VA tuition revenue. Work with different military installations in the area and provide assistance for military spouses to gain higher education opportunities
- Increase college going rate for area high schools - develop a "Tulsa Achieves" model for free college - TCC TA has data on how this model actually generates revenue for the institution. It's a money maker. C'mon!

Students don't care about retention rates.

Recruitment with social media that actually targets the student, social-media-savvy audience (it's currently kind of an "old parent" tool)
"The Brand" needs to be something other than "life changing"

- Increase focus on all local and area high school/home school students.
Not just seeking mid to high scoring students.
Stay open enrollment and operate as such.

Create a recruitment department.
- NOC is highly attractive to high school seniors and recent graduates that already plan to pursue a master's degree; saving money on the first two years in order to afford their last two. Advertising attending NOC as such is a positive, all ways round.
- NOC needs to make its presence known throughout the entire state of Oklahoma. I believe we are missing out on many opportunities to recruit students from Oklahoma City and Tulsa. I know some high school students from that area that have never heard of Northern Oklahoma College and the affordable, quality education which can be received from NOC's three campuses.
- Our current way of dealing with budget cuts and increases is to treat everyone equally. I sometimes think we mistake equal with fair. I think competition is a far more positive culture to create than equal/fair. What do you want out of your scholarship dollars/recruiting efforts? (numbers, retention rates, graduation rates, gpa's, regional and national recognition, alumni relations, etc.) What programs are doing a better job of accomplishing those goals? If one program is more efficiently and effectively utilizing the resources they have, why should they be cut equally with programs that are not? Some of our programs are using scholarship dollars to recruit students from our own halls. That's taking paying students and providing them a discount as opposed to using the resources to generate new enrollment. It is one thing to reward hard work and accomplishment with a scholarship to an existing student who has earned it. It is another to not put out the effort to recruit the students you've been provided resources for and taking whoever falls in your lap. Then when scholarships are cut or added, we view those programs as equal. Finding a way to evaluate scholarship programs and reward those who are doing better at accomplishing our goals would create healthy competition.
- Sharing information on social media needs to be improved.
- The "brand" of NOC is an important factor in recruitment of prospective students. The "brand" should be a 4year experience at a 2yr price. Athletics is one of the best ways to build a brand as they recruit high school students yearly, place students in on-campus housing, and aid in student life on campus providing a sense of school spirit and atmosphere that breeds pride in NOC. Members of the community and those around the state may become aware of NOC initially through athletics. The "brand" athletics portrays is very important and the resources given to them should reflect that.
- The "brand", nobody cares about the institutional mascot, name, banners, etc. Parents and students care about 1) receiving an excellent education, 2) opportunities that education will provide, 3) and having some fun while obtaining that education. NOC...the only brand we should care about is making us the NumberOneChoice.

I find the rigor one almost too funny. You increase rigor, you get penalized for it or develop a bad reputation. We say we want rigor, but do we? Inherent with rigor is the nature of the discipline. How do you overcome long standing Academia traditions when it comes to rigor within disciplines? How does an institution compare rigor from one department with another? The key, if students are learning, if they are successful, and if they do well upon leaving NOC, than rigor is overlooked...they don't necessarily look at it as a "bad thing" but a badge of honor. And 25 yrs later when NOC has a different set of programs or transitioned to different cr hrs, etc., those students will say...wow, current students have it so easy compared to when I went to school.
- The Freshman Fridays do not seem to be very effective. We very rarely see any students during these times. Work with OSU to orient new students to the OSU campus.
- The biggest area I think we can improve in this session is the Freshman Fridays. Creating a set program that brings a large group of students on to campus to enroll, meet financial aid, fill out housing, get IDs would be great. SWOSU and NWOSU both have sessions like this that work well. Having 1 or 2 during the Spring semester and 1 in June, 1 in July would be beneficial. You could set a capacity number for each session.

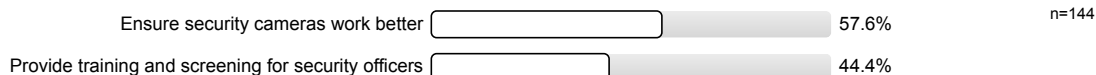
Look at the possibility of having a marketing coordinator at each of the three campuses that have a specific focus to that campus but also collaborate among each other.
- The efforts that NOC makes for student retention is so admirable.
- The time schedule change to better align a small portion of the academic degrees has had a negative impact. Regular enrollment and concurrent enrollment are both down as a result. Far too many local students are seeking higher education opportunities at other institutions. Students once reached by concurrent enrollment will now never experience Northern Oklahoma College and simply go somewhere else.
- This is a huge area for us. We have an opportunity to really support recruitment. Our retention is excellent - but our recruitment is lacking. We could be doing so much more. Again it is a time and support issue. Many of us would do more to support and go out to recruit but we are focused on maintaining our course loads. Without support, we don't have the bandwidth to do both. We need make sure we are able to support the recruitment and can depend on that support.
- Utilizing former students to assist in marketing is a great tool. We know that enrollment went down when we cut the budgets for recruitment. We also lost our Gear UP Coordinator at the closing of the grant last May. We need to explore better, more economical methods of marketing to a new student population through technology and social media as that is their method of news gathering.
- We have several ESL students enrolled in nursing and they fail at a higher rate. Wondering if we should require Medical Terminology for those students before they come in? It would have to be available during the summer and on-line.
- We need to be cautious about not relying on all online technology. Students in traditional classes need to be taught by the instructors not

by the technology.

- We need to focus on "Who" we are. NOC is an open door college not Harvard! I believe we need to have a recruiting office not a recruiter on each campus. It takes spending money to get more students. Diversity doesn't increase enrollment....numbers increase enrollment. It would be great to increase diversity but numbers is what I want to see go up.

■ none

2.16) Safety/Security



2.17) Comments for safety/security:

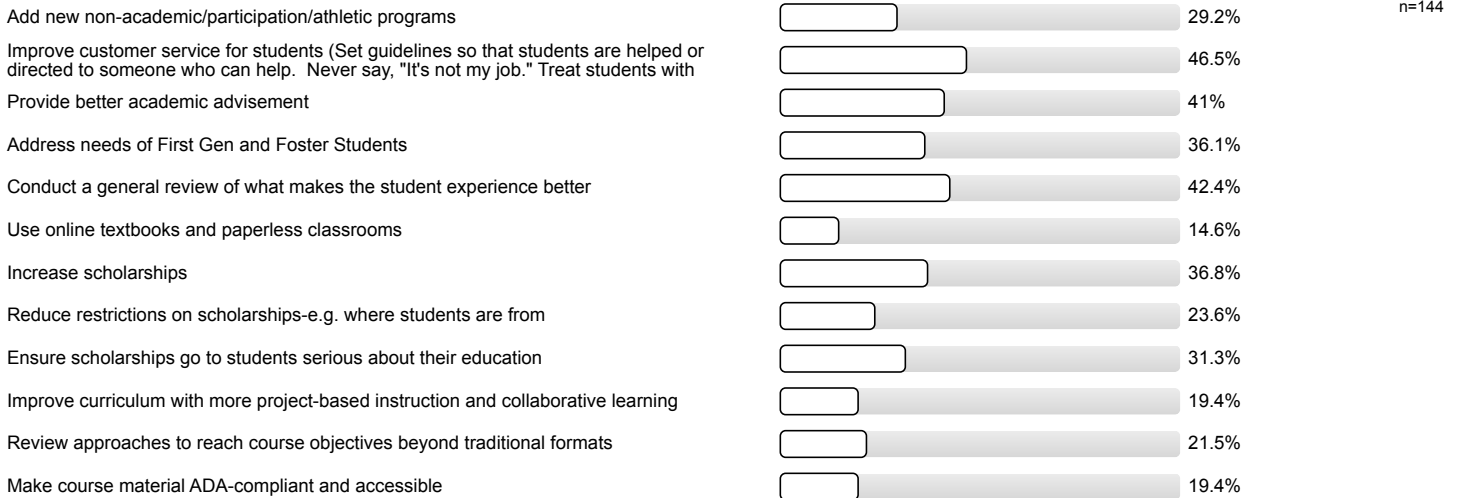
- there are only cameras around the living area. No cameras in the parking lots at Gantz, Science, adm. and etc. no cameras in the class room areas. Better lighting on some of the parking lots. A better locking system in emergency situations.
- And staff. ie: active shooter class.
- Cameras should be on each floor of all the buildings -- Wilkin 3rd floor does not have one.
- Create a risk review process of our campuses.
Increase budgets for safety.
Provide financial allotments to hire staff (truly) 24/7 coverage on our campuses.
Allow trained employees to carry a concealed firearm.
Purchase functional security vehicles for security staff. UTV in addition to street vehicle.
- Faculty from other departments should never give keys to students to unlock other buildings on campus.
- Get more cameras where needed. The existing ones should always be working.
- Hard to answer when do not know how well the security cameras work or what training security officers receive now.
- I didn't know that our security cameras didn't work. I didn't know that we didn't screen our security officers. Sure, let's do both.
- I think we should edit this goal from "Ensure security cameras work better" to actually placing security cameras in buildings that currently do not have any. Electronic key card access as well.
- I would add training for faculty and staff about what to do in emergency situations. We can't just depend on our security guards to know what to do.
- Implement training and drills for faculty and staff
- Make security more visible - walking around campus and visible to students and family when they are visiting the campus. Advertise the security phone number around campus as well in the case of emergencies.
- Security cameras need to be installed in every building.
- Security needs to be NOC's number one priority going forward. In just the past few months there have been threats at two area high schools, proving that bad things can and will happen even here in rural Oklahoma. When (not if) something bad does happen here, NOC needs to ensure students are safe. Additionally, there have also been many thefts of faculty's locked offices, a place that employees should be able to assume is relatively safe.
- Security on the Tonkawa campus is a total waste of time, resources and money!!!!
- Security seems to know what they need to do to protect the interest of NOC. However sometimes the security personal are asked to look the other way when it comes to alcohol and tobacco products being used on the campus. Also improve the computer WIFI where you can actually read a item and the computer loses signal and you then have to stat all over again and again and again.
- The three buildings that I teach in do not have cameras. Cameras don't equal security but help prevent theft. We defiantly need to increase security presents on campus and get them a car instead of a van or golf cart.....embarrassing when guest come on campuses.
- This should be of the highest priority.
- Was not aware the security cameras were not working well. Should be a priority!
- We have security officers?
- We should have someone blow off sidewalks everyday. This is a safety hazard for employees as well as students.

■ Yes, our camera system needs improvements to work effectively for the safety and security of our students, staff, faculty.

■ none

■ we need funds for a true 24hr 7day a week security on the enid campus

2.18) Student Quality of Life:



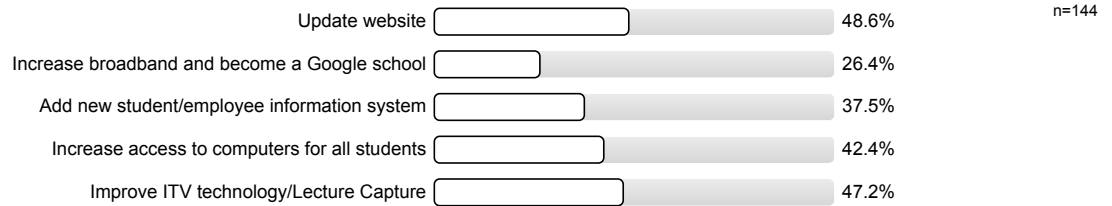
2.19) Comments on student quality of life:

- Adding additional sports such as cross country, track, and wrestling would increase enrollment.
- Adding non-academic/participation/athletic programs would cost money but would be money well spent. I hate hearing about Kay County high school students going to Cowley because of track/wrestling/cheer(hi steppers)/cross country. If you want to increase your students experience on campus then add athletic events for them to attend in the evening. "It's not my job" is the downfall to any business, and I hear it all the time or people are too lazy to go show someone an office instead we give terrible directions. I really do believe that adding athletic programs increases enrollment, dorm population and students who participate in clubs and organizations on campus. Stop have PLC scholarships being used by athletics, it doesn't increase enrollment but hurt because that is a scholarship that could go to someone else.
- Advisors should help students look at and identify career goals and strengths/weaknesses. Project based learning and team based learning is important for being able to work well in many of today's careers
- Again we cannot increase the quality of their school experience if nothing works correctly.
- Again, I believe NOC does many of these already.
- Assuming the instructor is worth their salt, there is absolutely no reason to make students buy an expensive textbook when there are so many OER and high-quality online textbooks in the world.
- Athletic programs bring not only student athletes, but also their friends.
Spend money to make money.
Biggest makers will be athletic programs, livestock programs, ect.
- Everyone needs continued training on ways to improve being an efficient adviser.
- Hire professional student advisors.
- I give each student at advisement time a degree check that I continuously save. That way every semester at enrollment time, the student always knows exactly where they are at, what classes they are taking and what classes they'll still need. I think this should be standard practice.
- I have had many students in my office (especially those with accommodations) have difficulty with the online textbooks. I know that it is a cost saving, but the option should be offered-- instead of OPT OUT. Also, the bookstore hasn't been too helpful in helping students access paper books especially for students with financial aid.
- I have yet to meet a student at any higher ed. institution that wishes for more, costly ebooks!!!

- I think it would be beneficial for the athletic teams if we could combine out of state waivers and other scholarships. I believe it would also help if out of state waivers could be used for international students. Increase on scholarships would obviously help, however if that is not possible then I think being able to combine waivers and scholarships would be a positive to that situation.
- I think we go overboard on "accommodating" and coddling our students. We accommodate at the expense of good teachers who give 100% and then get more put on them. This area is sufficient.
- I think we need to reach out to the growing population of Hispanic students. We need more Spanish speaking staff and faculty if possible.
- If we were to implement new programs then we would have more students on campus and would bring in more money in the long run. This way we would also be able to compete with other schools who offer more types of athletic programs.
- It would be good to see an addition of a non-academic/participation/athletic program. I think the first option to look at is cross-country because it would seem like the most affordable option to implement on each campus.
I think we have made strides of improving our customer service to students. It might help though if people knew a little more about what each office does to create better understanding. This could help students with a simple question or better guide them where to go.

We should look at including laundry price in the fee for housing to let students have the ability to do their laundry for "free" while they are on campus. Many of our students don't always have the extra funds to do laundry as often as they should or have the ability to take their laundry home. Students also have to go to a bank or car wash just to be able to get quarters to operate the machines. This amenity would help encourage more students to stay on campus.
- Move away from faculty advisors to employees who only advise.
- New academic and athletic programs could help generate new enrollment. Even a small scholarship is useful in recruitment.
- Please address needs of Single parent students.. We have over 130 low income single parent students. I am sure some are also First Gen students as well.
- Prior to adding new non-academic/participation/athletic programs, I would review/evaluate existing and eliminate or reduce funding for non-productive programs.
- Providing the student quality of life and education is the main purpose of the college. Students must be offered a quality education and an exceptional college experience if we are to retain and recruit future students.
- Sand volleyball or even volleyball in the wellness would be a lot of fun. A hammock place would be really cool too. A napping place for the students would be good. A painting night would be fun too.
- Scholarship cuts hurt recruitment and retention. I also believe adding sports would get more students on campus and get enrollment up. Also, investing money for scholarships will allow departments to recruit a higher quality student instead of having to invest in students that are low income and have to be recruited because of the need for their federal funds to put together competitive teams. When full scholarships were still available, you did not have to take as many chances on kids from lower socioeconomic backgrounds because you could recruit a group of kids that you could afford. Now you can not because of the restriction of funds of scholarships. More money brings better quality. We also need more student workers on campus. I know money is tight, but with all the increases to tuition and fees, there has to be a way to give back some.
- Stop cutting scholarships from athletic programs and bring back more jobs on campus for students.
- TOOOO much time and money spent on our lowest population and least profitable, dorm students.
- This wasn't a choice but it's my opinion that ITV adds some stress to both a teacher and a student. Better ways to improve teacher-student relationships through ITV. Yes, the training is great but I feel that students feel looked over in ITV classrooms.
- We need people that are typically the first person a student sees to be more outgoing/welcoming personality. We have some that seem to be bothered that they have to do their job and don't seem to be here for the student. Meet with students each semester and get their view of what we do well and what we can improve on.
- We need to support materials that address the needs of all students - closed captioning is an example. It is not just supporting of ADA issues but is useful from a learning style point of view. Need to enhance experiential learning opportunities, research in all areas not just "sciences." More cooperative learning agreements with corporate partners, etc.
- You should always treat students with respect how ever we are not here to hold their hands. When they make a bad decision they need to learn from that not just ignore it. Common sense goes a long way to helping a student learn and grow as an individual.
- none

2.20) Technology



2.21) Comments on technology:

- **ABSOLUTE MUST!!** Nothing works correctly and the IT department usually cannot give a reason or knows how to fix it.
- Can we increase wifi connectivity without going to Google? Computers often drop wifi; maybe the wifi or the NOC laptops.
- Find something better than Blackboard to standardize on
- Gave my itv comment too early.
Google school is an amazing plan!!
- I attended the Staff In-service meeting. I know technology can always be a challenge but I hope our students don't experience during their classes what staff experienced that morning.
- I think more technology should be offered for students with accommodations. Other colleges and universities offer more accommodations for their students including lecture capture, Life Scribe pens and other forms of technology that improve retention rates for students with accommodations.
- I think that we are missing the boat on being current with our students and technology. We need to update our practices in how we manage our website, our social media, we are missing out on having an "NOC app". We are also behind in technology on access and being relevant in a teenager's mind. We need to be more creative, more "fun". Otherwise, potential students will not give us a second glance.
- ITV is an outdated and expensive platform. Options like web conferencing would lower cost and have better connectivity.
- Improve athletics "live stream". Show the score and time during the streams so those watching from remote can keep up with the game. Develop an NOC advertisement to play during live streams
- Information is not easy to access unless you know the exact terminology to locate anything on our webpage. Our new life resources can only be accessed by www.noc.edu/liferesources, but no one knows the link. Students suggestion, to place Life Resources in drop down, under STUDENTS on NOC Homepage.
- Not sure what is meant by a Google school, but we need to be more accessible to a variety of students. We need the tools to ensure we are addressing the needs. In my previous employment, we had a system that could track engagements with clients and potential clients, it was a marketing tool but could be adapted to address student needs and help to personalize the student/advisor and student/teacher relationship. It helps with triggering follow-ups with at-risk students, and helps to document contacts. These types of tools will enhance recruitment, retention and the student experience.
- Our website is not always user friendly. There are many outdated pages and sometimes a search will bring up unnecessary information from many, many years back. Those responsible for the content of specific web pages should be accountable for checking and updating their pages possibly once a month or at least once a year to make sure all information is easily accessible and the most recent available. Photo galleries should definitely be updated. Many parents, grandparents, guardians, etc. want to be able to easily see activities and programs their children may be involved in. I believe our website could be used as a great marketing tool if restructured.
- Our website needs updates. There are numerous times you find broken links or see a picture from 4+ years ago. It is not easy to navigate. Would like to know more on being a Google school. Social media presence can also be improved.
- Provide faculty with the technology they need. It is week five of school, and new faculty still do not have laptops. And when we are not allowed to bring one from home, our hands are tied.
- Set up where students/faculty/staff do not have to log back in to wifi every time they come to campus. Provide more computers/printers in commons areas. INstructors need to be able to see what they are projecting on the elmo at the instructor computer (used to be able to). Need bigger monitors for classrooms - students have trouble seeing what is shown.
- Technology this year has been absolutely horrible. Unable to use blackboard effectively in the computer labs. Freezing up when 80 students are taking the same quiz. Computers shutting off in the middle of testing. IT either putting you off or saying that they cannot do as software requires. Very frustrating for faculty and students!!
- The website needs plenty of work. The confusion is a major source of stress for students and parents. If we can lower the amount of confusion, we can also lower the amount of phone calls we get.
- The world is ever-changing and increasingly connected place.

We communicate with that world via our website and social platforms.
Keep up!

- We could use a much stronger webpage and one that highlights other organizations besides sports. The individual departments do not have time to manage the webpage and someone needs to do that as a full-time job. If our webpage is out-of-date then students will gear away from our college. Another issue is when we had in a meeting about the logo standards about marketing is the old torch logo was on one of the pages.
- We need to invest in our I.T. people so we're appropriately staffed and can offer regular training opportunities for them. They all try to support other employees but aren't always sure themselves of how to use the equipment. This is probably due to high turnover.
- WiFi sucks on Tonkawa campus, no other way to say it! Website is good but could be great.
- Would Google own us? Would we get raises?
- none

^{2.22)} Suggestions for Enid facilities improvement:

- More cameras and lighting
- - Remove old wooden bleachers in Mabee Fieldhouse and add modern offices and a student fitness facility in the current spot where those bleachers sit.
- Update locker rooms in Mabee Fieldhouse (current lockers are 18 years old).
- A fitness center was on the previous strategic plan I believe and should remain on this plan. Bleachers in Enid are in need of replacement in the basketball gym and at the baseball field. The concession stand at the baseball field is in pretty poor shape as well. The bathrooms in Lankard are in need of renovation.
- Add Wellness Center
- As far as my experience goes, the Enid campus is doing well. I do know that the Enid campus wants a break-room with coffee, tea, microwave, refrigerator, etc. like the Tonkawa campus has.
- Audio on ITV classrooms could be better. It seems that students struggle to hear in many of the classrooms.
- Cafeteria needs to be bigger and Zollars needs new flooring.
- Consolidate and close buildings
- Create a video lab that students can use to film, edit and upload video. And/or and audio lab to record music and upload. We could embed NOC logo into the backdrop or screen (maybe) and have advertising (increased revenue stream) to boot! Fixed costs of equipment, but will need to be staffed and monitored for appropriate content. And, totally cool! Possibly rent space for community's use.
- Desperately need an ADA compliant wellness facility for our students.
- Enid needs a new wellness facility that is comprehensive for students, athletes, and employees.
Find a use for the president's house.
- For all campuses - options to support the students in terms of food, library, technology access. Would like to see some convenience options, such as a "corner market." Also, need some support items such as the development of "learning communities" for some degree plans.
- Get the heat and air in Zollars figured out where it isn't too hot or too cold on opposite sides of the building. Improve the elevators. Open the cafeteria or the hub over the weekends for students in the dorm who live a long distance away.
- Heat and Air for Zollars.
- I believe enhancing the fitness center would be very beneficial to the student experience. The fitness trend is at an all time high and doesn't show any signs of slowing.
- Improve fitness center
- Mabee center roof (office areas) and foundation has leaked rain for my entire employment despite efforts to repair. I am sure there is a mold problem in the ceiling after years of continual water damage and leakage. Wellness center is better than years ago, but still in poor shape. Also pretty sure it has mold...students report issues with asthma after being in wellness facility working out. A computer lab with extended hours would be nice for students, possibly located in the dorms.
- N/A (2 Counts)
- N/A - Not really familiar with Enid facilities

- Need to close unused and under utilized buildings to save on utilities. Consolidate use of office space and classrooms into core buildings. Start charging community groups that use facilities or that occupy space on campus.
- Remove old wooden bleachers and build classroom/office in that area.
- Renovate some of the older dorms.
- The Wi-Fi is poor in Zollars. The bathrooms in Zollars basement need ventilation. The Heat A.C. is also really bad; we go from hot to freezing or the reverse every day. Students complain; faculty get sick.
- The pool needs to be filled in, EB needs some updates, and elevators need fixed..
- There isn't an area for the students to come together and socialize. They have lounges or common areas in the residence halls, but not a space for everyone to interact after school and on weekends.
- Update Earl Butts Dorm
 - Replace carpet/floors in buildings
 - Repaint areas that need touchups
- Wellness Center!
 - Update the Gantz Student Center make it more student friendly. This would include updates to the HUB.
 - Baseball/Softball field press box / concessions area
 - Remove old bleachers on the west side of the basketball gym. Replace with a safer, smaller, better quality solution for visitor seating.
 - EB Hall AC system, room floors and closets.
 - Finding a way to fill in the old pool.
- Wellness Center- improved equipment, area for classes, wellness area for medication, yoga
 - Improved facilities for students- more "hip" activity areas (hammock area)
 - Coffee Bar- specialty drinks lattes, etc. smoothies
- additional parking near the EBD and Jets hall
 - additional security cameras everywhere
 - paved parking north of Lankard Elliott Goulter and shop area
- faculty parking area - does not need to be priority parking, just space where we are not door dinged by students.
 - improved lighting in Harmon Science
 - improved ceiling tiles for Harmon Science - should match and not be different patterns when replaced due to leaks
 - new student chairs/tables or desks for classrooms (room HS 211)
- market the middle class, average GPA student's PARENT and not the poor.
 - full time criminal justice to fill an open need and willing market. Both the Ponca City and Tonkawa police chiefs have voiced an ambivalence and lack of cooperation for the program yet we stick with tradition. The Enid system WANTS educated officers but we're too busy catering to our home base to take advantage of it.
- n/a
- none

2.23) Suggestions for Stillwater facilities improvement:

- A person designated to be in charge of maintenance for the new building.
- Add some seating (possibly with arm desks) in hallways for students that are waiting on classes (many are sitting on floor).
- Beautiful new facility. Set campus student/staff/faculty safety as a priority.
- Benches or chairs in hallways near classrooms and labs. Students have been sitting on the floor waiting for class. Move some classes to lower floors, if possible, to decrease elevator traffic and the number of steps a student has to climb to get to their classes.
- Brand NEW
- Campus wide recycling program to mirror what is happening at OSU
- Consider new or remodel the child development space
- Excellent new building that accommodates students.
- For all campuses - options to support the students in terms of food, library, technology access. Would like to see some convenience options, such as a "corner market." Also, need some support items such as the development of "learning communities" for some degree plans.

- Hopefully none since brand new facility. More available parking is needed.
- I think they are good.
- Improve safety procedures
- N/A
- New building is fully operational.
- None
- Parking is horrible.
- The new building is awesome! Just what we needed.
- The new center is wonderful. Hopefully the students will learn more because of the new center at Stillwater.
- Very happy with new facilities! Could have larger screens in the classroom for better visibility for students.
- We need one of the computer labs to be dedicated entirely to student use (i.e. printing), and therefore not have any scheduled classes. The single printer station on the 2nd floor is getting overwhelmed.

Each staff station needs two monitors so that we can make full use of the Student Check In system.

- n/a
- none

2.24) Suggestions for Tonkawa facilities improvement:

- 1. Complete Fieldhouse renovation- Update all locker rooms and restrooms. New athletic training room to accommodate more athletes. Harrison room updates. Office updates. New gym renovation.
- 2. Dorm renovations
- 3. Sports complex updates
- 4. Intramural facility/ space to have more activities for students
- Air conditioning has been a horrible problem this semester. I suggest a review off the operational guidelines and checklist prior to the start of the semester.
- Appears to be fine.
- Cleaner facilities -- bathrooms are not kept clean. Upgrade the swimming pool and shower rooms
- Continued upgrade of dorms
- Field House rest rooms, lobby, locker rooms, and old gym ceiling.
- Field house looks terrible and it is the face of NOC. We have more prospective students see our field house then any other building on campus. If you walk in from the back it looks like a huge eye sore, walk in from the front and it looks better until you get to old lobby or use a bathroom. Bush, Easterling, Markley and Bell need work done to bathrooms. They don't have to be major overhaul just updated shower, sink, flooring. Those same dorms need work done in hallways and lobby, new furniture in dorms. Harold is an eye sore for students as well, classrooms, walls, flooring is all bad. I also hate the evergreens that never get trimmed or weedeated around across from old sonic. If something could be done to make that look inviting instead of the 70's that would help. Wellness center has a big wall that could be painted welcome to NOC home of the Mavericks or even do it on the back of the gym. Signs in the gym would be nice, every building got signage but field house.
- Fieldhouse needs to be modernized.
Update bathrooms in the resident halls.
Grounds improvement. Weed-eat and upkeep.
- For all campuses - options to support the students in terms of food, library, technology access. Would like to see some convenience options, such as a "corner market." Also, need some support items such as the development of "learning communities" for some degree plans.
- Foster Piper Fieldhouse:
 - Locker room upgrades (Men's and Women's Basketball as well as Visitor Men's and Women's Locker Rooms)
 - Harrison Room upgrade (this is a space that could be utilized to entertain members of the community and those loyal to NOC)
 - Score Board Upgrade (transition to a more modern scoreboard and clock that allows for advertising/displays etc)

Dorms

-Markley Hall (bathrooms, plumbing, flooring)
 -Bush Duvall (bathrooms, plumbing, flooring)

Food Services

-Consider quality over food services compared to price

- Harold Hall needs interior renovation; field house needs ADA restrooms; continue to renovate residence halls; address HVAC issues due to condensation issues
- Harold Hall remodeling.
- Harold Hall renovation. Continue to improve student housing.
- I am so sad the appearance of the Tonkawa campus has deteriorated so much in the past few years. Find budget monies to hire a specific person to supervise the landscaping and grounds for all campuses and supervise and instruct people to maintain the outdoor campuses in the correct way. Possibly have OSU horticulture students use our campuses as an internship program for trying new flowers and grasses or horticulture methods. A well maintained campus is a very important first impression for families touring the facilities or attending events on campus.
- New air conditioning units needed in multiple parts of the campus.
- New science building that is conducive to both lecture and laboratories with updated equipment and storage space for both laboratory and field activities. Designated lab space only. Dedicated space for "teaching collections" of both vertebrates and invertebrates, one needs to be for alcohol preserved specimens, the other for skinned specimens.
- Day care facility for students and staff/faculty/administration with children.
- 2 Greenhouses with head-house in middle. One can be used to grow plants for the campus and sell to the public, the other for research purposes/demonstrations/educational purposes.
- None
- Renovate field house and locker rooms. Turf all athletic fields. Renovate bathrooms in Easterling, Markley and Bush.
- Renovate some of the older dorms.
- Renovation of older dorms.
- Renovation of the field house lobby, offices in that area, bathrooms, and locker rooms are all in high need.
- Security
- Since registration is the first people students see make it mandatory for all to be pleasant and smile no matter who the student is. Help students who have to go to computers first to know how to use our web page. There our students who are not familiar with computers and are lost from the start of class. Instructors need to assist in this.
- The fieldhouse could be renovated inside to look more modern and welcoming. Harold Hall also needs to be renovated like Wilkin.
- The locker rooms at the gym and the training room needs to be improved. The gym needs to be repainted. The bathrooms and lobby of the gym need a serious facelift. The Wellness center carpet has all kinds of rips and needs improvement. Carpet in the bottom of Wilken is tearing.
- The new dorm is great. The new restroom facilities in Boehme are good, but the dorms still need improvements. The outdoor sports need more facilities: locker rooms and lights.
- There isn't an area for the students to come together and socialize. They have lounges or common areas in the residence halls, but not a space for everyone to interact after school and on weekends.
- Total gymnasium renovations, including restrooms, offices, classroom, lobby and gym.
- Update Foster-Piper Field-House. We have a really nice campus except for that building. Its embarrassing to show potential students that building/lobby area or have them and their families in those offices. Every office in that building needs updated and new furniture.
- Updating interiors of Wilkin, Harold, and Science Buildings. In some spaces, they look old and shabby. Fix or replace elevators in Wilkin and Harold. I am frequently hearing from students, faculty, and staff that they are "down" or "not working correctly." This is a safety issue. Think about a new building for the Engineering and PTEC programs, allowing for growth and giving additional class and lab space, more room for training equipment, etc.
- n/a
- none

2.25) Please identify any other goal areas or specific initiatives you would like for NOC to review in the town hall meetings as the Strategic Plan is developed.

- Lead.
Don't operate out of fear.

We have a college mission.
Now set campus identities. Then be that. Tonkawa. Enid. Stillwater.
- Better communication between the folks who are in charge and the people that do the leg work.
- Adding athletics, new academic programs, certificate programs or working better with career techs. I believe that adding positions to keep grass cut, weeded and bushes trimmed (which haven't been done in years) in front of dorms and gym :(would help with NOC appearance and recruitment. I also believe that adding academic advisors and let them work as retention specialist would help with retention and advising. Make faculty do other activities with students instead of advising.
- Are faculty making any changes in their curriculum based on additional professional training they attend. Improve curriculum to prepare students for the workforce in the local area including tribal government work areas and programs.
- As hard as we try, there is a large divide between each campus as far as employee identity. There is an us versus them mentality. I don't know how to fix it, but it should be discussed.
- Collaboration among campuses
- Enhance community service offerings.
- Expansion of experiential learning opportunities.
- Find ways to increase guaranteed revenue sources such as Grants, veteran assistance (become a yellow ribbon school through VA)
- Free tuition at NOC and OSU. Employee raises.
- Get back to teaching the students. We have a reputation for having only 'low academic students' attending here. If we want our enrollment to grow, our standards needs to come up as well.
- Getting all students involved in college life experience, will help retention rate. Start looking at the social side of student life. Academia is very important, but if these students do not feel part of our Institution in some way, they will go elsewhere. In past the focus activities have been geared towards students who live in the dorms and mostly thru sports. Look outside the box, and address student college experiences for all students.
- How NOC can do a better job of incorporating themselves in the community. Can NOC students get into HS sporting events for free?
- I attended the town hall meetings previously. I feel there were some great ideas. Unfortunately, it does not seem much effort was given to see some of those ideas come to fruition.
- I believe the golf course on the enid campus is a tremendous asset to our school if utilized properly! It is an element that provides uniqueness to our school and could provide diversity to the student's experience.
- I think NOC should make monthly visits to all surrounding schools to address questions of students and or counselors their. The person who goes should have a knowledge of different scholarships that are available. We should also be on campus with information when students from high schools are here taking test or band outings.
- I'd like to see the advising model reviewed in great depth with at least two checkpoints for all student schedules--perhaps a faculty and staff review--so that we're better directing students and spending more time helping them map their courses. I'd also like to see more resources dedicated to staff who can make personal contacts with students with designated caseloads to monitor and a timeline for doing so.
- It always seem to go back to funding. This being said certain things need to be treated as necessities. For example, building that are out of date and the equipment no longer functions need to be fixed. At the very least communication to faculty needs to be provided by whomever is responsible for the issue to help with student satisfaction. Students do complain about things but they seem afraid to carry it over to academic affairs when it is suggested.
- League Volleyball, Relaxation Room, Outdoor Hammock Stations,
- Maybe we could do more with e-books and inclusive assess programs that would save students money on books but still give instructors robust texts to work with. Sometimes, a cheaper textbook is cheaper for a reason (and not a good reason).
- More budget for recruiting students
- None that I know of.
- Provide more student activities. Promote NOC SPIRIT and PRIDE! Use testimonies of famous or successful NOC graduates in marketing.

Somehow make future students think they will be missing out if they DON'T attend NOC.

- address student hunger insecurity
- n/a
- none
- ways other than raises to motivate employees.....more continuing education for employees.