

2019-2025 NOC Strategic Plan December 2021 Quarterly Update Report

Goal 1 Student Quality of Life

- Lead Contact: Jason Johnson (Jason.Johnson@noc.edu, 580-628-6240)
- Committees linked: Student Affairs, Technology and Learning Resources, Diversity, Wellness
- Key initiatives for year 1:
 - *Needs assessment on renovations (e.g. Enid fitness, Tonkawa field house)*
 - As noted in the December 2019 report, these renovation projects are listed on the campus master plan and are awaiting funding.
 - The Wellness Center is currently operating from 6:00 a.m.-9:00 p.m. Monday through Sunday.
 - *Review evening access for printing, and communicate options to students*
 - 2021 update, no change: The Office of Student Affairs and IT Department began reviewing the feasibility of placing printers in the residence halls in 2019. Numerous technology changes were required in 2019-2021 so the plan is currently on hold.
 - *Establish committee to review Jet and Mav pride days and ORNT 1101*
 - Goal Met in 2019 with establishment of committee and a revamping of Orientation sessions in Fall of 2019.
 - **December 2021 Update:** In addition to Get Going with Gateway in Stillwater; Ready, Jet, Go in Enid; and Maverick Orientation day in Tonkawa, NOC will host targeted enrollment clinics on each of the three campuses in May, June, and July of 2022 as part of our continued efforts to improve onboarding for new students.
 - *Create FAQ on website for parents*
 - Goal Met as noted in Dec. 2020 update: The Student Affairs Office has created an FAQ page on the new NOC website. It is located on the Student Affairs page.
 - The Parent Portal on MyNOC should also assist with parent questions.
 - Conduct feasibility study into adding new sport or JV program
 - As noted in the December 2019 report, this item is waiting on funding.
 - **December 2021 Update:** The Executive Council met in December to review our first proposal for adding a new program on the Tonkawa campus. Continued discussions will occur in the near future to determine the feasibility of the proposal.
 - . Additional areas of work:
 - December 2021 Update: Through the new JRM, student services continue to be updated. The Early Alert system is now active.
 - Student Activities
 - **December 2021 Update:** The Office of Student Affairs has hosted 90 student activities on the Tonkawa and Enid campuses during the last 4 months. Activities are being hosted in- person.
- Diversity
 - **December 2021 Update:** Several lectures and activities have been hosted to support diversity efforts.
 - Melea Hoffman presented “Indian Boarding Schools and the Lasting Repercussions on the Indigenous People”.
 - Audrey Schmitz presented “The Pot Speaks” and held a Q&A.
 - Jake Roberts presented “Stickball- A Social Game”.

- Adrienne Lalli Hills presented “Native Values, Exploratory Practices”.
- Safety
 - **December 2021 Updates:**
 - Student Affairs staff members attended the Campus Safety and Security Summit during the month of November. The event is sponsored by the Oklahoma State Regent for Higher Education. The Summit Kick-Off had featured speakers including The Honorable Brad Henry, House Majority Floor Leader Jon Echols and Scott Lewis.
 - Student Affairs staff attended workshops that included: Cybersecurity, Behavior Threat Assessment, Tactical Response in a Rural Environment, Exercise Planning, Assessing and Managing Threats, Campus Weather Preparedness, Substance Abuse Prevention, Suicide Prevention, Disruptive Students, Clery Act and Title IX.
 - The Dean of Students for Tonkawa and Enid presented ALERT courses to Freshman Orientation Classes. This training prepares students and gives them the tools to use if there is a threat of violence on campus.
- Technology
 - **December 2021 Update:**
 - Telecom/Phone System Upgrade - The IT Department is in the beginning stages of researching newer versions of NOC’s current Avaya system and other telecom systems available. The IT Department is also looking at support options with these systems, delivery method for the college, onsite or cloud based and any additional features such as voicemail and faxing. The NOC IT Department will be putting an RFP together in early Spring for this project.
 - Print Management - IT is also reviewing its current monitoring services with Standley Systems. Papercut is a product Standley Systems is offering to replace our current management and reporting tool. Due to the high cost and Standley’s inability to scale down this service to save on costs, NOC will hold off on moving forward with this project. NOC’s current contract will expire in 2022 with Standley Systems and the NOC IT Department will be putting together an RFP for this project as well in early Spring.
 - IT Security Audit - IT is currently working with True Digital Security who conducting NOC’s last audit. This will be a similar audit focusing on network security, configurations, policies and procedures.
 - Language Arts Laptops - We are in the process of getting laptops and a charging cart for the Language Arts Division on the Stillwater campus.
 - Classroom Upgrades - Central Hall 304 and Kinzer Performing Arts Center 118 have been identified with needing audio and video upgrades. Communication/Radio and music are some of the courses held in these classrooms and therefore audio quality is a high priority.
 - GPS Fleet Tracking - The NOC IT Department has begun installation of the GPS tracking devices on the Tonkawa campus. Alert notifications are currently limited as the monitoring group evaluates the reporting information. Current alerts include, speeding, excessive idling and time of day usage. The IT Department hopes to have all installations complete in the coming weeks due to fleet usage.
 - Cybersecurity - The IT Department is currently putting together a Cybersecurity Incident Response Plan for the college. The plan will include such things as a

- Cybersecurity Incident Response Team and the steps and guidelines to help when responding to an incident.
- Cybersecurity Month – October was Cybersecurity Month and the IT Department sent out training information to employees and posted information for students and employees. We hope in addressing email, texting, passwords and internet use we can help NOC employees become better aware of the security threats and the actions they can take to prevent security incidents. The IT Department will be taking this training and information and continuing it throughout the year. With a subscription with KnowBe4 NOC can continue providing helpful security steps for NOC employees with the use of videos, short quizzes and brief newsletters.
 - Network Upgrades - The IT Department has resumed upgrading data closets on the Tonkawa and Enid campuses. These upgrades will not only upgrade discontinued equipment but also make it more efficient to install additional access points for wireless service.
 - Wireless Upgrade - The IT Department has again started on completed the wireless upgrades on all three campuses. These upgrades include all interior buildings and sports venues. Cabling started the week of the 12th and completion of the project is expected by start of the Fall semester.

Goal 2 Recruitment/Retention/Marketing

- Lead Contact: Diana Watkins (diana.watkins@noc.edu, 628-6905)
- Committees linked: Assessment, Curriculum, Retention, Recruitment
- Key initiatives for year 1:
 - *Develop new advising model and improve advisor training.*
 - The Early Alert Module, designed to increase retention through early communication between instructors, advisors, retention specialists and students, was implemented in the Fall 2021 semester. We will continue to make adjustments as we receive feedback from faculty and staff using the system.
 - *Create new and review existing 2 + 2 and 1 + 3 plans with 4-year partners.*
 - Our 2+2 agreements with UCO are under review.
 - A fast-track program between NOC and NWOSU for Elementary Education is under development.
 - Continued meetings are being held concerning the Equity Transfer Initiative Grant NOC was awarded in partnership with Oklahoma State University. The goal of the partnership is to increase transfer rates for minority, first-generation and adult students through pathways designed to prepare them for high demand occupations: Registered Nurses, General and Operations Managers (Engineering based), Accountants and Auditors, Managers (all others) and Software
 - *Create recruitment committee with participation from staff, faculty, and students.*
 - Goal met as reported in Dec. 2019.
 - Brainstorming for effective ways to recruit students to NOC will be part of the Building a Better NOC initiative in the spring 2022 semester.
 - Individual departmental recruitment meetings have begun with Mass Communications being the first. These will continue throughout the spring 2022 semester.

- *Coordinate efforts with marketing and website manager to increase exposure through community social media pages.*
 - Showcased the NOC Criminal Justice Society on our social media pages for their collection of 283 stuffed animals for the SAFE (Stuffed Animals for Emergencies) Initiative.
 - Showcased the Tonkawa PLC on our social media pages for their collection of “Angel tree” items for local children in need.
 - Showcased the Catholic Student Association, Kappa Beta Delta, and the Business Club for holding a canned food drive for needy families.
 - Created an album of pictures from NOC’s participation in the Tonkawa Christmas Parade.
 - Winners of the Vaccination Incentive Contest were featured on our social media pages.
 - Celebrated Grandparents Day on September 11, Veterans Day on November 11, and World Kindness Day on November 13 through NOC Social Media.
 - Organized and hosted a NOC Social Media Informational Meeting for all campuses on December 2nd.
- *Increase exposure through involvement in community events.*
 - A contingency group from NOC (Sheri Snyder, Anita Simpson, Rick Edgington, Pam Stinson, Diana Watkins, Jeremy Hise, Kayla Wooderson, Clark Harris, Cheryl and Tom Evans, Jodi Cline, Ike and Mary Beth Glass, Carl and Brenda Renfro) traveled to Oklahoma City on November 2 to attend the Oklahoma Higher Education Hall of Fame 28th annual induction ceremony and dinner. Former Regent Bert Mackie and Former Regent Ike Glass, both nominated by NOC, were inducted that evening.
 - Sheri Snyder and Pamela Stinson co-chaired the investiture committee along with numerous volunteers across the institution helping make the NOC Presidential Investiture of Dr. Clark Harris a successful event on October 30. President Harris was officially recognized during the ceremony as the 14th President for Northern Oklahoma College. The investiture was tied to the school’s 120-year anniversary.
 - A contingency group from NOC (Sheri Snyder, Anita Simpson, Rick Edgington, Pam Stinson, Diana Watkins, Jill Green, Clark Harris, Cheryl and Tom Evans, Jodi Cline, Ike and Mary Beth Glass, Carl and Brenda Renfro) traveled to Oklahoma City on November 9 to attend the Chancellor Glen D. Johnson appreciation Gala. The event celebrated Chancellor Johnson’s 40 years of serving Oklahoma.
 - A contingency group from NOC (Jeremy Hise, Todd Ging, DeLisa Ging, Madison Green, Terri Sunderland, and Amber Chester) attended the Hope Summit (Information on the Science and Power of Hope) organized by Oklahoma First Lady Sarah Stitt and Dr. Chan Hellman.
 - T.D. Buck, grandson of A.D. Buck visited Northern Oklahoma College and the A.D. Buck History Museum and Welcome Center on October 15. NOC Distinguished Alumna Dr. Patricia Sargent and her son and alumni Dr. Stephen Sargent visit NOC on November 1.
 - The Alumni Advisory Board meeting was held via Zoom on Tuesday, October 19.
 - The Former Miss NOC Title Holders’ mixer was held on October 26. Several former title holders shared stories and memories prior to the Miss NOC Competition.
 - Diana Watkins attended the Friends of the OSU Honors College Fall Gathering on November 6th.

- Northern Oklahoma College honored local artist and retired NOC art instructor Gene Dougherty Tuesday, November 30 with an artist reception at the Eleanor Hays Art Gallery inside the Kinzer Performing Arts Center at NOC Tonkawa. A number of Dougherty's works were displayed from the 40-piece NOC collection. Some of Dougherty's private work was also on display.
- The Distinguished Alumni Hall of Fame nomination deadline was due November 1. The committee met to review all nominations. Announcement will be made the week of December 13-17.
- Coordinated with Regent and NOC alumna Jami Groendyke an Alumni table for the Bedlam game in Enid on Monday, November 29.
- Coordinating with Dr. Hicks on establishing the DAISY Award for Extraordinary Nursing Faculty and Students at Northern. The DAISY Foundation honors nurses internationally. The Alumni Advisory Board will be the selection committee for this award. (*New Initiative*)
- Jeremy Hise attended a community social for community leaders organized by ERDA called The Connect
- Diana Watkins attended the Dancing with the Stars Fundraising event for the Saville Center in Stillwater on December 4th.
- A contingency group attended the 25th anniversary event of NWOSU Enid on November 18.
- **Carl and Carolyn Renfro Lectureship Program** – Around 250 guests attended the Fall 2021 Renfro Lectureship with American Journalist and World-Renowned War Correspondent Mike Boettcher giving a talk on *"America's Longest War: How We Lost Our Way"* on September 28. The Jimmy Webb concert has been rescheduled for March 8, 2022.
- *Increase chamber/civic involvement.*
- Participated in the Enid Cherokee Strip Parade where various promotional items were given out to parade guests as well as an Amazon Gift Card drawing.
- Jeremy Hise participated in monthly Leadership Greater Enid Sessions.
- Coordinated the NOC/OSU Tailgating Event against Baylor on October 2 where two lucky tailgaters won Amazon Gift Cards. We had a great turn out of NOC Employees, Students, Alumni, Trustees, and State Representative Trish Ranson who participated in the event.
- Helped with the set-up of the NOC booth at the Kay County Free Fair. We held a nightly t-shirt drawing and an overall drawing for an Amazon Gift Card.
- Jeremy Hise was named to the Enid YMCA Board of Directors for 2022
- Jill Green, Dr. Clark Harris, and Jeremy Hise attended the Enid Regional Development Alliance (ERDA) Quarterly Luncheon with a presentation on Cybersecurity (Oct. 21)
- Jeremy Hise attended weekly Rotary Club Meetings in Enid
- Diana Watkins attended the Stillwater Experiential Learning Community Project Meeting at the Stillwater Chamber office on November 3rd.
- Jeremy Hise attended monthly Enid Chamber of Commerce Board of Directors Meetings
- Diana Watkins attended monthly Stillwater Chamber of Commerce Board of Directors Meetings
- Diana Watkins attended monthly Stillwater Public Education Foundation Trustees Meetings
- Jeremy Hise attended the quarterly Human Service Alliance Education Committee Meeting

- Diana Watkins served on the Education Panel for Leadership Stillwater Class XXX.
- Alan Foster, Clark Harris and Diana Watkins attended the Stillwater Chamber of Commerce Business at Lunch Name, Image, and Likeness program on December 10th.

Goal 3 Employee Quality of Life/Professional Development

- Lead Contact: Diana Watkins (diana.watkins@noc.edu, 580-628-6431)
- Committees linked: Policies/Professional Development for faculty and staff, Technology and Learning Resources, Diversity, Wellness, Social/Cultural)
- Key initiatives for year 1:
 - *Identify local businesses who may give discounts to NOC employees.*
Goal met as noted in December 2019 report. Lists of discounts are posted on NOC website under “About NOC->Community” page.
 - *Present request to executive council for flex scheduling.*
Goal met as noted in the Sept. 2019 report. Flex scheduling policy is available in 2019 Employee Handbook. In response to COVID-19, a teleworking policy was created to allow employees to complete work from home until CDC guidelines shifted to suggest returning to work was safe with social distancing.
The teleworking policy has remained in effect for Fall 2021 and employees have been reminded in the regular pandemic plan updates to notify Human Resources and their supervisors if they need to telework due to health concerns. A number of employees have used the policy as they were in quarantine.
 - *Add in-service session on communication protocol and address in new employee onboarding.*
Goal for onboarding met: The new employee checklist has an item for email protocol that is to be reviewed by each supervisor/mentor. Training opportunities related to communication strategies have been addressed in several professional development sessions and will continue.
 - *Dedicate time in each new employee’s onboarding to meet employees on alternate campuses.*
Ongoing goal: As noted in earlier report, the suggestion to allow time for new employees to visit all campuses was shared with supervisors in Executive Council. With new hires added throughout the year, this will be an ongoing initiative. Travel amongst the campuses has increased as the travel restrictions imposed during the height of the pandemic have been lifted.
Identify options for equitable professional development options.
 - Under Dr. DeLisa Ging’s leadership, the following professional development offerings were offered since the mid-September 2021 update:
 - Thursday, Sept. 23— “Reimagining Office Hours: Maximizing Time for You and Your Students,” Heather Maness, Instructional Designer at the University of Florida
 - Tuesday, Sept. 28— “Coaches, Not Cops: Strategies Promoting Better Learning Decisions,” Lolita Paff, Associate Professor of Business and Economics at Penn State Berks
 - Thursday, Oct. 7— “Doing it Right: Making Strategic and Informed Decisions,” Cara Jane Evans, Innovations Coordinator at Autry Technology

- Thursday, Oct. 14— “Help Wanted: The Importance of Involvement in NOC’s Service Area,” Carmen Ball, Director of Hedges Regional Speech and Hearing
 - Tuesday, Oct. 19, “No Tone Exists in Emails: Workplace Communication for Maximum Effectiveness,” Krista Scammahorn, the Workforce Development Consultant at Francis Tuttle Technology Center
 - Tuesday, Oct. 26— “Paint Me a Picture: The Importance of Storytelling in the Classroom,” Bill Hane, Vice President of Hobby Lobby
 - Thursday, Nov. 4, “Deep Work: Rules for Focused Success in a Distracted World,” Anna Irwin, Business Facilitator at Meridian Technology
 - Tuesday, Nov. 16 – “Creating Killer Online Content with an iPhone” Steve Julin, Cleverscope Media Group.
- *Revise employee satisfaction survey to add more questions on quality of life issues.*
 Goal met—the survey was revised in spring 2019 with results posted to the website; it was reviewed again in spring 2020 prior to the April 2020 launch to ensure questions continued to address needs and to add questions suggested by comments made in the 2019 survey.
 - Other Updates (noted as update for students and employees)
 - NOC Leadership met with Aladdin to discuss ways to improve food service for students and employees.

Goal 4 increased revenue streams

- Lead Contact: Sheri Snyder (sheri.snyder@noc.edu, 580-628-6208)
- Committees linked: Grants, Scholarships
- Key initiatives for year 1:
 - *Identify grants in support of student services.*
 - **December 2021 Update:** Connecting Students to Promising Pathways, the NOC NASNTI grant submitted in July 2021, was funded. The grant application has a STEM focus with program development for engineering technology and precision agriculture and enhancement of student services in career counseling. Priority populations include students who need accommodations.
 - *Reach out to area tribes and other groups for additional partnerships.*
 - **December 2021 Updates:**
 NOC Enid hosted the Enid Higher Education Council quarterly meeting and annual donor appreciation luncheon on November 10. During the meeting, the board approved the following slate of officers for 2022 – Marcy Price, Chair, Jon Blankenship, Vice Chair, Anita Simpson, Treasurer, and Sheri Snyder, Secretary. Chairman Jim Strate announced the successful completion of the 2021-2024 EHEC Scholarship Campaign Drive commitments by November 1 deadline totaling over \$300,000 over the next 4 years, surpassing their fundraising goal of \$250,000. A special thanks to Candy Oller for assisting with processing the gift receipts for EHEC and EELS.
 - *Create an updated donor wish list.*
 Goal met as noted in Dec. 2019 report. The donor wish list is posted on the NOC website at the following link: <http://www.noc.edu/donor-wish-list> and was shared during employee In-Service in August 2020.

Use weekly PR and marketing updates to remind employees of importance of recruitment and retention and their role in it. Note roles in job descriptions.

This initiative will be focused on further in 2022 through the Building a Better NOC Initiative.

Other Updates:

NOCF Grants (As of December 1, 2021)

➤ **Presidential Partners**

- *NOC Employee Professional Development Incentive Program - \$800.00*
- *Chikaskia Literary Festival - \$850.00*
- *Music Theatre NYC Trip (1 Faculty Member) - \$200.00*
- *Nursing Day at the Capitol - \$2070.00*
- *Wireless Microphone - \$250.00*
- *Enid Jets Cheer Choreography and Travel Expenses to National Competition - \$2000.00*
- *The Chautauqua Seminar for Humanities or General Education Credit - \$1043.75*
- *Youth Stem Camp Matching Funds - \$2350.00*

➤ **Masonic Foundation**

- *Epic Shorts Student Film Festival - \$350.00*
- *Honors Composition II Writing Project - \$850.00*
- *Music Theatre – NYC Trip (10 Students @ \$200.00) - \$2000.00*
- *ACJA-CAE National Conference (10 Students @ \$200.00 each) - \$2000.00*
- *Arkansas Museum Experience (14 Students @ \$64.00 each and \$220.00 for mileage) - \$1116.00*
- *Missouri Hope - \$1020.00*

- NOC Tonkawa Mavericks Baseball/Softball Complex Expansion Project Campaign 2017 has officially been closed as of October 6, after a meeting with athletics and administration siting that the coaches wish to separate into their own individual campaigns. The over \$1 million expansion project was broken down into 4 phases with phase 1 – facility upgrades completed and phase 2 – batting cages completed. From Phase 2 total donation raised of \$106,000, the Foundation expensed \$69,899.67 for the covered batting cage project. The remaining donations raised by Baseball coach Ryan Bay will be disbursed to the Tonkawa Baseball Fund totaling \$36,100.33.

- NOC Foundation Strategic Planning Retreat – October 20th, the foundation hosted a strategic planning retreat at Buffalo Point in Waukomis, which was facilitated by Tom Iselin. During the retreat, the start of the 2022 Strategic Plan was developed. It was finalized and presented to the Foundation Executive Committee on Thursday, Nov. 11 and will be presented for consideration of approval to the Foundation Board at the December Regents Meeting.

- The Foundation has awarded over 101,611 in scholarships to students in Tonkawa, Enid, Stillwater and the UC in Ponca City thus far during the 2021-2022 academic year.

- Greater Gifts Drive – Beginning the week of November 15th, 13,140 donation letters were mailed out. For the 2021-2022 academic year, the greater gifts campaign has brought in \$59,362 to date.
- Presidential Partners mailing was mailed in August to over 1,000 perspective donors and \$22,575 has been received to date.
- The Annual Northern Employees Campaign was emailed to all NOC employees on December 6.
- Over \$166,000 in Major gifts of \$5,000 or above have been received thus far during this fiscal year (July 1 – December 13) supporting ten existing scholarship funds in Enid, Stillwater, and Tonkawa; one new scholarship; three fundraisers; and two program grants.
- Major gifts \$5,000 and above received since our last board meeting:
 - \$25,000 Joan Bartlett Scholarship
 - \$5,000 Various Scholarship Accounts
 - \$14,000 Wind Energy and Tim Knutson Memorial Scholarship
 - \$10,920 Grant for Telescopes – Science Lab Enid
 - \$5,075 PLC Fundraiser
- New Scholarship Established – Mike and Kim Loftis, Blackwell, created the *Loftis Access to Success for Blackwell High School Concurrent Students Scholarship Fund*. The Loftis' wish to remove the financial barrier to higher education that may exist to students and their families in Blackwell, by providing scholarships funds to cover all eligible Junior concurrent tuition and fees and eligible Senior fees. The scholarship will begin in the Spring 22 semester. The Loftis' will work with Blackwell Public Schools to ensure that students are aware of the award and encourage students to take advantage of the opportunity to cover concurrent coursework and get a jumpstart on their higher education.
- Fall 2021 Institutional Fundraising Activities - So far, this 2021-2022 academic year, 48 fundraisers between the three locations were filed through the Development office. The chart below reflects the breakdown of the projected fundraising goals totaling \$208,382.20.

LOCATION	DEPT/ORG/CLUB	# OF FUNDRAISERS	PROJECTED GOAL
Tonkawa	12	24	\$128,257.20
Enid	6	21	\$77,000.00
Stillwater	2	3	\$3,125.00

- OSRHE – Regents Business Partnership Excellence Award - Northern Oklahoma College is excited to nominate Dillingham Insurance/Dillingham Foundation as our business partner for the 2022 Regents Business Partnership Excellence Award. The 2022 RBPEA Award Ceremony will be held on Wednesday, March 9, 2022, 2:00 – 4:00 p.m. at the University of Central Oklahoma in the Nigh University Center ballrooms. Through the Oklahoma State Regents for Higher Education, the Regents Business Partnership Excellence Award is designed to highlight successful partnerships between higher education institutions and businesses and to further cultivate the higher learning environment through economic development in Oklahoma.