

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

Goal 1A Enhance the quality of life for students

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

Dec. 2017 Updates

- The following activities were hosted by the Office of Student Affairs as part of ongoing safety updates:
 - Oct. 6—Title XI, DACA, Travel Bans, FLSA, Gainful Employment updates by OSRHE at Student Leadership Retreat (Tonkawa/Enid)
 - Oct. 11—FEMA Earthquake Training for Businesses, Tribal and Institutions of Higher Education (Tonkawa/Enid)
 - Oct. 17—Northwest Oklahoma Emergency Management Association meeting (Tonkawa)
 - Oct. 19—Great Central U.S. Shakeout, a Midwest America Earthquake Drill (Tonkawa/Enid)
 - Nov. 3 and Dec. 8—Fire Drills (Enid)
 - Nov. 15—FCA Drunk Driver Survivor Speaker for Students (Tonkawa)
 - Nov. 15—Disaster Resilience Seminar by Enid and Garfield County Oklahoma Emergency Management (Tonkawa/Enid)
 - Dec. 5—Residential Halls Fall Semester Fire Alarm Drill (Tonkawa)
 - Dec. 5—Cookies with Counselor Amy (Enid)
 - Dec. 8—Loaves and Fishes Garfield County Food Distribution (Enid)
- Website updates have been made institution-wide for increased accessibility of content based on Fall 2017 recommendations for ADA compliance.

- Student Affairs representatives also participated in webinars on cyber security, reframing student events into a persistence strategy, incident response to terrorist bombings awareness, campus critical event management, and crisis management.
- To increase community presence, a Jets Twitter Page was added for Social Engagement with students @NOCEnid_Reslife and a “Jets’ Fan of the Game” was implemented to increase fan participation at sporting events.

Goal 1B Enhance recruitment, retention, and graduation

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

Dec. 2017 Updates

- Fall 2017 advisor training was held on Oct. 10 for Stillwater, and on Oct. 13 for Enid and Tonkawa (via ITV). Information was shared on the Oklahoma State Regents for Higher Education (OSRHE) Course Equivalency Project (CEP) meeting in September, including the following subject areas in which the CEP is shifting from aligned course descriptions to aligned learning outcomes:
 - 2016-Accounting, Chemistry, Child Development, Engineering, HPER, Mathematics, Physical Science, Psychology, Spanish
 - 2017-Biological Sciences, Chemistry, Economics, Health and Wellness, Management, Mass Communication, Mathematics
 OSRHE’s expectation is that faculty representatives from each institution will continue to be involved in the discussion of what outcomes are appropriate for each course and then will adopt the standardized outcomes for their courses as a minimum core.

Other state updates were provided on the Math Pathways Project with Cassie Firth reporting on a new Statistics pathway as of Fall 2018, a 15-to-Finish study that indicated part-time students have a higher likelihood of graduating with even one semester of full-time enrollment, and the success rates for Corequisite Models for Remediation. NOC’s numbers below were shared to demonstrate the success of this model for our institution:

| Semester | Course type | Students | Percentage | Completion | Success |
|----------|-------------|----------|------------|------------|---------|
|----------|-------------|----------|------------|------------|---------|

| | | | | | |
|-----------|--|------|------|------|------|
| Fall 2016 | Pre-algebra - course no longer offered | - | - | - | - |
| | Concepts of Algebra | 544 | 29% | 81% | 68% |
| | Intermediate Algebra | 617 | 33% | 83% | 63% |
| | Basic Comp | 247 | 13% | 81% | 70% |
| | Basic Reading | 305 | 16% | 86% | 81% |
| | Math Fast-track | 234 | | 90% | 81% |
| | Math Apps Supplemental | 8 | 0% | 100% | 100% |
| | Math Application Main Course | 8 | | 100% | 63% |
| | College Algebra Supplemental | 37 | 2% | 89% | 86% |
| | College Algebra Main Course | 37 | | 89% | 78% |
| | Composition I Supplemental | 97 | 5% | 95% | 95% |
| | Composition I Main Course | 97 | | 94% | 81% |
| | | 1855 | 100% | | |

ACT 17-18 for college algebra supplement, ACT 15-16 for math apps supplement, ACT 15-18 comp I supplement

Data collected from POISE

Main course data - data only from students enrolled in the corresponding supplemental/boot camp
 Completion=% of sum(A,B,C,D,F,I)/(Enrolled) Success=% of sum(A,B,C)/(Enrolled)

Following the state updates, each division shared information about discipline-specific changes for advising purposes.

Dec. 2017 Updates for Strategic Enrollment Management Goals

1. Improve Recruitment & Admission Processes

- President Cheryl Evans, Dr. Shannon Cunningham, Dr. Rick Edgington, and Sheri Snyder have met with both Enrollment Management and Residential Life representatives from OSU in Fall 2017 to discuss marketing strategies for growing enrollment at NOC Stillwater. Through this initiative, OSU will provide technical assistance for the purchase of SEARCH names from ACT, the College Board, or NRCCUA for students who do not meet criteria for admission to OSU. NOC would not recruit students who were admissible to OSU but would be able to use OSU branding to serve additional students who wish to Finish Orange.
- A sub-committee of the Retention Committee (Rick Edgington, Amy Hartling, Sandy Jensen, Renee Lee, Paula Lewis, Kathleen Otto, Shila Rakey, Pam Stinson, and Milynda Wade) met on Dec. 8 to review the ACT Engage Survey and how results from this non-cognitive tool could be combined with other predictors such as Early Alert reports, attendance, and high school GPA to identify students at risk and create targeted interventions. This meeting was a follow-up to earlier individual meetings this fall with retention specialists and counselors on how to assist students before they go on probation.

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

- Feasibility studies for new degree options continue. On Nov. 14, 2017, division chairs were sent updated workforce projections gathered and posted by Brandy Chambers at the following website link: <http://www.noc.edu/workforce>. Based on

the following list of recommended areas for growth noted in the Strategic Enrollment Management town halls, Brandy also gathered research to share on which degrees were offered in the region already, what common core of courses were offered in each, and what additional certifications were connected to technical areas.

- ✓ Allied Health (e.g. Dental Hygiene, EMT, PTA, Health Infomatics]
- ✓ Agriculture (e.g. Ag Tech, Env Tech, Horticulture, Pesticide Completion, Turf Management, Vet Tech)
- ✓ Engineering
- ✓ Cybersecurity
- ✓ Criminal Justice [CLEET, Paralegal]
- ✓ Graphic Design
- ✓ Native American Studies
- ✓ English as Second Language
- ✓ Network Engineer
- ✓ Certificate Programs [e.g. casino accounting, OSHA requirements]

Division Chairs reviewed the study in the Nov. 28 chair meeting and determined that an additional Allied Health option, Cyber Security, and Criminal Justice-CLEET option are still among the most feasible given current student interest and regional need. Troy Cochran, Director of the Criminal Justice Program, has developed a plan for putting the CLEET option in place in 2018-2019 and Richard Churchill, Computer Science faculty, has been researching the Cybersecurity degree. Tricia Moore and Cammie Fast have begun discussions on where an allied health degree option would best fit, taking into account links in coursework for pre-med and nursing degrees.

- Additional 2 + 2 articulation agreements with OSU were posted in November 2017 for a Physical Education degree with an option in Teacher Education and a Sports and Coaching Science degree.
- In November 2017, all existing articulation agreements with UCO were sent for NOC's review and updates. New versions will be posted in early spring 2018.

3. Refine Retention/Completion Strategies

- Retention specialists from each NOC location have continued to track contacts to demonstrate how the Early Alert system is used to monitor student success. Fall 2017 summary reports for each location appear below.

**NOC Retention Specialists' Early Alert Report
Fall 2017**

| Month | Number of EARs Received | | |
|---------------------------------|-------------------------|-------------|-------------|
| | Enid | Stillwater | Tonkawa |
| August | 6 | 1 | 34 |
| September | 147 | 497 | 385 |
| October | 211 | 526 | 302 |
| November | 141 | 269 | 340 |
| December (as of 12-5-2017) | 5 | 11 | 0 |
| Total Students Contacted | 515 | 1304 | 1061 |
| | | | |

| | | | |
|--|-----------|-----------|-----------|
| Contacts for Students on Probation Receiving a Midterm Grade of D or F. | 32 | 60 | 33 |
|--|-----------|-----------|-----------|

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

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

Dec. 2017 Updates

- The Process Technology Advisory Board hosted its fall meeting on Oct. 13. Community organizations represented included Phillips 66, Superior Pipeline, Oklahoma Manufacturing Alliance, Go Ponca, Continental Carbon, and OMPA. Recommendations from the group included incorporating CAD design practice into the curriculum and enhancing troubleshooting skills.
- The HPER Advisory Board met on Oct. 25 with community representatives from Glencoe Public Schools, Finer Physiques Nutrition and Tanning, Pioneer High School
- The Business Advisory Board hosted its fall meeting on Nov. 2, 2017. Community board members present included Molly Kyler, Pioneer Technology Center; Grady Conrad, Klingenberg and Associates; and Dr. David Hawkins; NWOSU. Discussion topics included the March 2018 ACBSP reaccreditation visit.
- A new Behavioral Science Advisory Board held its charter meeting on Nov. 8, 2018. Community board members present included Jody Burch, Edwin Fair; Suzanne Burks, retired Director of University Counseling at OSU; Tiffanie Cox, DHS Human Resources Management Specialist I; Karol Daniel, Kay County DHS Director; and Jennifer Pribble, NWOSU Social Work Assistant Professor. Discussion topics included internship and job

shadowing opportunities and other ways in which to set realistic expectations for students majoring in social service fields.

- The Nursing Division received a request from Garfield County to use the Enid Skills Lab as an “Alternative Care Site” in case of an emergency. Paperwork is currently being filed to confirm that community service. The Nursing Division has also signed agreements with the Kay and Garfield County Health Departments in case of emergencies for immunization clinics and other needs.
- Dr. Rae Ann Kruse, Dean of Academic Services, reported the following four internships were completed in the fall semester: Cindy Love completed an internship with the United Way of Blackwell, where she assisted with accounting and bookkeeping records for the organization. Matt Conerly completed an internship at St. Mary’s Hospital in Enid, where he worked with biomedical staff and assisted in the repair of broken equipment. Misty Garcia completed a criminal justice internship in security at 7 Clans Casino. Kayla Green also completed a criminal justice internship, working at the Kay County Detention Center.

Goal 3 Upgrade facilities for quality and efficiency.

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

Dec. 2017 Updates

- Construction on the Stillwater classroom building continues on schedule with completion anticipated in time for Fall 2018 classes to be housed there.



Photo Caption: NOC Stillwater Classroom Building as of December 4, 2017

A topping-out ceremony was hosted for the new Stillwater building on Oct. 9 with representatives from NOC, OSU, and the community present to see the top beam put in place. Meetings between the NOC building team and OSU's long-range planning group, as well as Flintco Construction and Studio Architect have continued twice monthly as construction progresses.

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

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

Dec. 2017 Updates

- Fall 2017 professional development sessions have included all of the following:
 - Oct. 13, Wade Burleson, local Enid historian, shared his research on 19th century Native American education.
 - October online certification in Cyber-Security—both faculty and staff were encouraged to complete this training.
 - Nov. 10 (Enid and Stillwater) and Nov. 17 (Tonkawa), Dr. DeLisa Ging and Ben Hainline team taught a professional development session on Turnitin.com and copyright guidelines.
- Rob Carr of Oklahoma’s ABLE Tech presented a session on website accessibility on Oct. 27, 2017. Faculty and staff attended to determine changes needed in online courses and for web pages on academic and student service information. Webmaster Shannon Lorg organized the training day and has worked with individual departments following the training to guide implementation. Dr. DeLisa Ging, Instructional Designer, has also updated the professional development website, adding numerous resources on creating courses that meet ADA compliance.
- Three opportunities for professional development related to diversity issues were offered in October and November. On Oct. 12, a Hispanic Heritage Lecture was hosted with guest speaker Victor R. Gonzalez, who is the current president of the Oklahoma Association of Bilingual Educators. On Oct. 27, Eugene Smith, Diversity Officer, presented on the topic “Developing Cultural Competence.” In this session, participants identified and discussed cultural barriers in the workplace from case studies and/or real-life situations. On Nov. 9, a Native American Heritage Lecture was hosted with speaker Dawna Hare, who discussed the importance of tribal governance and education.

Goal 5 Diversify and increase revenue streams.

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

Dec. 2017 Updates

- The NOC Foundation continues to serve a vital role in funding, particularly during years of reductions in state appropriations. Total net assets for the NOC Foundation as of the June 30, 2017, audit were \$9,335,328. From September 1 – December 1, 2017, the Foundation processed major donations (\$5,000+) totaling \$92,126 in support of various scholarships and programs. In addition, the Foundation has awarded \$114,927 in scholarships for the 2017-2018 academic year, assisting 212 students in furthering their education.
- Pending grant applications include funding for two projects in the Arts. The National Endowment for the Arts (NEA) Art Works Grant was submitted by the Foundation August 2,

2017. If awarded, this grant will assist in funding the 2019 Gala. NOCF requested \$15,000 through the NEA and Northern will be required to match. Notification of the award is in April 2018.

- The Oklahoma Arts Council awarded NOC with an \$1890 grant as matching funds for hosting the fourth annual Chikaskia Literary Festival. The Festival ran October 12-13, 2017, and brought in area high school students and community members along with NOC students and employees for two days of readings and performances. Featured writers at the festival included Brad McLelland, a Pushcart Prize nominee; Jeanetta Calhoun Mish, the 2017-2018 State Poet Laureate of Oklahoma; Keija Parsinnen, author of two novels as well as fiction and short stories; and Lauren Zuniga, performance poet and three-time international poetry slam finalist.
- The NASNTI Grant met two performance measures in the fall with Distance Learning Specialist Anna Scott working with IT Director Mike Machia to order computer equipment for five tribal sites. A sixth site is pending once a location can be determined. In addition over 150 students have already enrolled in Quality Matters certified business courses for the fall. The NASNTI Advisory Board met on Oct. 27, with representatives from each of the six area tribes being served, to discuss the new mentorship program and other ways of promoting the Cultural Engagement Center.