

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

Goal 1A Enhance the quality of life for students.

Goal 1A Year 4 Priority:

- *Identify additional resources for ESL services—e.g. reviewing peer institutions, investigating possible grants for ESL Writing lab and undergraduate International Studies & Foreign Language Program (U.S. Dept of Ed) with Coordinator for International Students as potential P.I.*

Goal 1A Updates:

- In February 2017, students were administered the annual Student Satisfaction Survey. Benchmarking through this survey instrument began in spring 2014 with slight edits each year in the tool to try to gain better feedback on areas for improvement. For 2017, IR Director Kathleen Otto worked with instructors who agreed to have the instrument completed in their 11:00 classes. In addition, the survey was sent to all students through email links so that everyone had an opportunity to complete, yielding approximately 300 more responses than in prior years. Survey results will be posted to the Assessment Page of the NOC Website (Academics->Assessment->Surveys) after review.
- Lawrence Ware was the guest speaker on Feb. 15 for a presentation honoring Black History Month. Ware is an OSU Fellow in the Division of Institutional Diversity and the Diversity Coordinator for OSU's Ethics Center. He spoke in Stillwater with a live stream available to Enid and Tonkawa so that all students and employees could attend.
- On February 28, 2017, all three Northern campuses were certified by the Oklahoma Department of Health as healthy campuses.
- The following student activities were hosted in the spring semester:

Tonkawa Campus Student Activities:

January

- 12th – Academic Quiz Bowl
- 18th – Welcome back donuts and hot chocolate
- 19th – OBI Blood Drive
- 19th – 21st – North Country High School Invitational
- 20th – 21st – 48 hour Film festival
- 24th – Phi Theta Kappa Meeting
- 24th – Ping Pong Tournament
- 26th – Homecoming Voting
- 26th – Announcement of Candidates at Men's basketball game
- 27th – Homecoming Voting
- 30th – Announcement of Finalist at Men's basketball game

February

- 1st – Homecoming Voting
- 1st – Homecoming Roustabout Show
- 2nd – Homecoming Voting
- 2nd – Homecoming Movie Night
- 5th – Homecoming Super Bowl Party

- 6th – Homecoming Basketball Game and Coronation of King and Queen
- 7th – Homecoming Dance
- 10th – SNA Bake Sale
- 15th – Black History Month Guest Speaker Lawrence Ware
- 15th – Jersey Party OKC vs. NY Knicks
- 16th – Phi Theta Kappa Meeting
- 21st – Bingo for Food
- 22nd – Intramural Basketball game
- 23rd – 26th – Shrek the Musical
- 27th – Intramural Softball sign-ups begin

March

- 1st – Intramural basketball game
- 1st – Swimming Pool Volleyball
- 1st – FCA Meeting
- 6th – Intramural basketball game
- 7th – Disc Golf
- 8th – Intramural basketball championship
- 22nd – Extreme Petting Zoo
- 29th – Capture the Flag

Enid Campus Student Activities:

January

- 16th-19th Homecoming Week
 - 16th - Movie Night
 - 17th - Dodgeball Tournament and Free Breakfast
 - 18th Pep Rally
 - 19th – Basketball against Connors - Coronation at halftime of men’s game
- 24th - Ping Pong Tournament

February

- 5th - Super Bowl Game Party
- 8th – Sign Making for Bedlam Game
- 9th – Bedlam Basketball in Enid
- 14th - Healthy Intimate Relationship Skills
- 15th – Black History Month Speaker (Organized by Eugene Smith with assistance from the Office of Student Affairs in promoting to students)
- 21st – Student Food Service Committee Meeting
- Intramural Basketball – Every Sunday & Tuesday night – February 12- March 7th

March

- 6th - Laser Tag
- 13th – 17th Spring Break
- 20th - Mobile Game Shack
- 27th – Jets Olympics
- 20th – 26th Intramural Softball World Series (One week tournament style)

Goal 1B Enhance recruitment, retention, and graduation

Goal 1B Year 4 Priorities:

- *Utilize exit interview to collect feedback on why students chose NOC to aid in recruitment.*
- *Develop and begin implementing a more comprehensive strategic enrollment plan.*

Goal 1B Updates:

- Sample exit interview surveys were reviewed in a February 2017 Executive Council. Questions will be submitted through the end of March with an instrument to be developed and finalized in time for distribution in commencement practice for 2017.
- Tutor Training was hosted on the Enid campus on Jan. 20, 1:00-4:00 p.m., led by Rae Kruse and featuring the following topics: Cross-Cultural Communication by Eugene Smith, Students with Disabilities by Caryl Talley, Tutor Professionalism, Academic Integrity, and Tutor Do's and Don'ts
- Reverse transfer continues to play a strong role in retention and completion efforts with 38% of degrees awarded at the end of Fall 2016 being accounted for by reverse transfer.
- A group of seven Northern employees (Rick Edgington, Bradley Jennings, Sandy Jensen, Holly Lee, Paula Lewis, Shila Rakey, and Pam Stinson) attended the OSRHE-sponsored 15-to-Finish meeting held at UCO on February 23. On-time completion strategies discussed in the meeting were incorporated into the Strategic Enrollment Management Plan (SEM).
- The 2017-2020 SEM Plan has been finalized and is ready for board review. The plan was developed with input from an AACRAO consulting team who made recommendations in an April 2016 report. Northern employees participated in three town halls in September 2016 on how processes for recruiting, admissions, and retention/completion could be improved, and in Fall 2016 all employees were also emailed to ask for feedback on these processes, as well as interviews being conducted with representatives from recruiting, marketing, admissions, scholarships, printing, and web development. Finally, the draft was reviewed in a November 2016 and February 2017 Executive Council meeting. Through these processes, the following action plans emerged:

I. Recruitment and Admissions Action Plan

Goal 1-Increase first-time, full-time enrollment from service area (identified as high schools within 75-mile radius of NOC locations) by 2% each year with an initial goal of 1% of each school's graduating class.

Goal 2-Increase student satisfaction with admission and enrollment processes.

II. Alignment of Degree Programs with Workforce Needs Action Plan

Goal 1-Enrollment, retention, and graduation rates in degree programs identified as supporting state and regional needs will increase by 10% by Fall 2020.

III. Retention and Completion Action Plan

Goal 1- NOC will support the state goal of 90% of students having access to corequisite models of developmental education and 75% of students needing remediation being enrolled in a corequisite model by Fall 2017.

Goal 2- A minimum of 65% of entering first-time, full-time students will graduate with an associate degree within three years.

The full draft of the Strategic Enrollment Management Plan will be posted to the website under the "About NOC/Strategic Plan" link after board review and approval.

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

Goal 2 Year 4 Priorities:

- *Continue to develop degree options and certificates to meet regional needs.*
- *Continue to expand internship opportunities—identifying local and regional businesses for internships, summer jobs, and job shadowing.*

Goal 2 Updates:

- As part of the SEM plan, a goal was set for further aligning degree programs with workforce and exploring the feasibility of adding new degree options, as identified in the September 2016 town halls. Degree areas to be reviewed include additional options in agriculture, allied health, CLEETs training, expansion of engineering program to Enid campus, and cybersecurity. Labor force data will be used to determine areas of need as well as costs of the programs and most efficient means of delivery.
- A Process Technology Advisory Board meeting was held on February 24. Representatives were in attendance from Superior Pipeline, OK Manufacturing Alliance, Philips 66, and FRI, as well as from Northern. Board members discussed the value of adding a pipeline class to the current PTEC curriculum and reviewed employability skills, such as being able to communicate with workers in other areas.
- The Criminal Justice Advisory Board met on March 1. In attendance were representatives from the Oklahoma Highway Patrol, Oklahoma Bureau of Narcotics, Kay County Sheriff’s Office, Ponca City Police, Blackwell Police, OSU Police, Perry Police, and Office of Juvenile Affairs, as well as NOC. Advisory board members discussed the value of teaching students interpersonal skills, stronger documentation skills in reports, and how their choices now could have long-range effects on their employability. A CLEETS training program was also suggested so that graduates could be immediately employable in local agencies.
- On January 26, 27 facilities representing hospitals, home health, higher education, and technology centers attended Nurses Career Day. All sophomore nursing students attended and many Tonkawa freshmen nursing students.
- The internship program, under the direction of Dr. Rae Ann Kruse, continues to grow. In the spring semester, the following students were placed in internships:

Intern	Campus Location	Academic Division	Internship Location
Jerry Shafer	Tonkawa	Business	International Energy Corporation—Tulsa
Katie Walker	Tonkawa	Civil Engineering	Gose & Associates—Stillwater
Justiss Whitmire	Tonkawa	Civil Engineering	Gose & Associates—Stillwater
Avery Jouris	Tonkawa	Mass Comm	NOC HS & College Relations—Tonkawa
Shelby Sawyer	Tonkawa	CRMJ	Holmes & Yates—Ponca City
Jacob Pekrul	Enid	Civil Engineering	Envirotech—Enid
Dariel Momsen	Enid	CRMJ	Garfield Co. Sheriff’s Office—Enid
Dylan Scherman (in process)	Tonkawa	CRMJ	OK Highway Patrol—Troop K

- Lee Drake, Northern Oklahoma College sophomore and Mass Communications major, is the voice of the Mavericks on KAYE 90.7 FM radio and provided play-by-play for Tonkawa HS Buccaneer football last fall. On Feb. 15, Lee job shadowed Kevin Gum and Casey Kendrick, the Oklahoma State University play-by-play announcers for the women's basketball team. Lee joined the announcers on air at halftime of the OSU vs. Texas Christian University game.
- Social Science Division Chair Mark Silkey and Behavioral Science Instructor Darrell Frost are again working with the NOC Gear Up Program Director Jeremie Fansler to create 4-8 behavioral science internships for the summer of 2017. In the summer of 2016 three NOC interns, two from the Enid campus and one from the Tonkawa campus served in the internship. Gear Up has secured a grant to conduct a college preparation outdoor camp experience with high school students at Camp McFadden. NOC behavioral science students will provide camp sponsorship including mentoring in leadership, personal growth, and anticipation of the collegiate experience. The grant will provide for up to eight paid internships for the NOC students that will include three hours of behavioral science college credit.
- Students in Scott Haywood's Principles of PR classes are developing public relations campaigns for the Tonkawa Arts and Humanities Council and Five80 Coffee House in Enid.
- Frankie Wood-Black, PTEC Director and Pre-Engineering Instructor, has been working with a Physics professor, Kyle Murry, at OU to partner on a student research project on earthquakes. Dr. Murry is part of the Oklahoma State Geological Survey and together he and Dr. Wood-Black have put in a grant proposal to look at factors that may contribute to induced earthquakes in North Central Oklahoma.
- Katherine (Katie) Davis has been nominated as NOC's Newman Civic Fellow—a national award and scholarship. Katie's service learning emphasis is in science education and service to the Tonkawa community. As part of the application, Lisa McGaw, Tonkawa Chemistry instructor, provided the following summary of service learning opportunities that Katie helped create:

The focus of the NOC Science Club this year has been outreach to the local elementary school. In the fall the [science club] students had fun tie-dyeing t-shirts to wear when we go and visit schools. The students, led by Katie [Davis, Science Club President], brainstormed activities that might fit into the science curriculum for the 5th grade. The students then planned the activity, practiced and then met at the elementary school and made ice cream in baggies with each 5th grade class (on different weeks). Students did participate in the Halloween carnival held in the gym and also met another evening to participate in an ACS Program in Box where they virtually met with hundreds of other students around the country. This semester the students have met and planned, practiced, and presented a program for the 4th grade class. The students guided the 4th graders in making a simple motor. We will go back to the elementary to perform this same activity with the other 4th grade class. We will then focus on the 3rd graders.
- Regional partnerships were enhanced through events such as Enid Day at the State Capitol with participation from the area Chamber of Commerce and Education Committee, Feb. 28.
- On Feb. 27, the Enid Entrepreneur Leadership group met to discuss a schedule of events for their lectureship series.
- The Stillwater Education Committee, hosted by OSU, was held on Jan. 27, to discuss educational partnerships in the Stillwater community.

- On February 9, a group of Northern representatives met with Autry Career Tech representatives to review possible partnerships in offering technical skills programs.
- NOC has had a strong presence during Chamber banquet season, with representation at the Tonkawa Chamber Banquet on January 19, the Ponca City Chamber Banquet on January 26, the Blackwell Chamber Banquet on January 30, and the Stillwater Chamber Banquet on February 3. In addition, Dr. Evans and others in the Administrative Council have attended both monthly area chamber meetings and chamber-hosted meetings with legislators to stay informed on local and state issues affecting higher education.
- A group of 19 attendees from Leadership Blackwell were on the NOC Tonkawa campus January 26, and 22 attendees from Leadership Ponca City were on the campus February 8. In addition, promotional bags were provided to the Leadership Stillwater class during their education session on December 15.
- The NOC Development office continues acknowledgment of gift receipts and correspondence for the Enid Higher Education Council (EHEC) as well as the Enid Entrepreneur Leadership Series (EELS). The EELS committee met January 13, January 25, and February 27. The EHEC board met February 23. Sheri Snyder serves as secretary and Anita Simpson serves as treasurer to the board.
- OSRHE Business Partnership Excellence Award - On March 7, NOC had the honor of recognizing Evans & Associates Enterprises, Inc. as the 2017 Business Partner during an awards luncheon at the University of Central Oklahoma. This award is designed to highlight successful partnerships and to further cultivate the higher learning environment through the State Regents' Economic Development Grants. Below is the narrative read during the recognition about the partnership:

For more than eighteen years, Northern Oklahoma College and Evans & Associates Enterprises, Inc. have enjoyed a partnership centered on higher education as well as on economic development. In 1999, the company's \$5,000 contribution to the NOC Foundation established the endowed Evans & Associates Company Scholarship Fund, which allows the annual awarding of scholarships to qualified Oklahoma residents enrolled at NOC Tonkawa. In 2015, they established a second endowment through the NOC Foundation entitled Enid Concrete Scholarship Fund, which provides Oklahoma residents enrolled at NOC Enid an opportunity to pursue their educational goals. As a proud and permanent part of the local community since 1960, Evans & Associates continues to serve the citizens through the construction of city streets, county roads, State and Federal highways, airport runways, parking lots and driveways. Mr. Jerry Evans, founder, believed that businesses should be a strong part of the community in which they conduct operations. Enid Concrete has existed since 1968 serving the citizens and businesses in the Enid area. The company employs over 300 associates statewide and continues the proud tradition of its founder with a reputation for quality and integrity. To date, the annual endowment support of \$10,000 has provided a total of 19 students with over \$15,000 in scholarship assistance in Northern Oklahoma. The partnership with Evans & Associates Enterprises, Inc. will continue to impact NOC and its Oklahoma students for generations.

Goal 3 Upgrade facilities for quality and efficiency.

Goal 3 Year 4 Priorities:

- *Continue progress on design and construction of new Stillwater building.*
- *Continue upgrades of electrical systems, fiber, and backup recovery in Enid and Tonkawa.*
- *Continue reviewing scope of renovation for Harold Hall (Tonkawa).*
- *Replace HUB equipment in Enid.*
- *Enhance Wifi.*
- *Begin planning process for Wellness Center in Enid.*
- *Renovate alumni/booster/donor rooms in Tonkawa and Enid.*

Goal 3 Updates:

- Biweekly meetings have continued with OSU's Long-Range Planning Team, Flintco Construction, and Studio Architects representatives on the new NOC Stillwater Classroom Building. A groundbreaking ceremony is planned for March 22, 2017. Bid packages were reviewed on March 7 and will be announced after a line-item review.
- Four vendors bid for the NASNTI Cultural Center construction project. Ben Hays Construction was selected, and work on the new center is expected to begin March 9.
- Phase 1 renovation for the Memorial Student Union on the Tonkawa campus is scheduled to be completed by the end of March.
- NOC representatives have been working with the Oklahoma Department of Transportation to resolve flooding issues that affect campus buildings. A meeting was hosted on the NOC campus on January 24th to address the issue.

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

Goal 4 Year 4 Priorities:

- *Develop job manuals for staff positions to ease transitions and continue to update job descriptions.*
- *Continue to review the process for employee performance evaluations with further examination of the 360 degree evaluation process.*
- *Provide employees with salary comparisons from NOC, peer institutions, national leaders, etc.*
- *Provide support for faculty to meet new HLC coursework requirements of 18+ graduate hours in area of instruction.*
- *Provide ongoing technology training and fitness options for employees in all locations.*

Goal 4 Updates:

Numerous professional development activities have been offered for employees under the direction of DeLisa Ging (Coordinator of Professional Development for faculty), Rae Ann Kruse (Coordinator of Professional Development for staff), and Eugene Smith (Diversity Officer).

Faculty offerings have included the following this spring:

Webinars

- "Islamophobia: How We Can Support Muslim Students, Faculty and Staff and Ensure Their Safety," January 18

- “Conducting Difficult Conversations With Students: How To Change Negative Situations Into Positive Relationships,” February 7
 - “Conflict with Colleagues: How to Positively Conduct Difficult Conversations,” February 15
- Presentations:

- “Closed-Captioning” Workshop, Feb. 24 (offered to all campuses via ITV)
During this workshop, Travis Hurst, the Academic Technology Coordinator for Rose State College, shared about creating free closed captioning for videos used in the classroom. The closed captioning of videos is needed to meet ADA compliance and Quality Matters’ requirements.
- “Ways to Engage” Workshop to Highlight Hands-On Learning Activities, Feb. 17 (offered to all campuses via ITV)
In continuing this year’s focus on the assessment cycle, engaging and cross-disciplinary learning activities were showcased, including the following:
 - DeLisa Ging—Using Commercials to Convey Learning
 - Stephanie Scott—Using Popular Culture, Anime, and Gaming in the Classroom
 - Starla Reed—Bringing the Courtroom into the Classroom
 - Steve McClaren—Using Wondershare to Emphasize Classroom Content
 - Todd Ging—Using Team Progression to Strengthen Group Work

Additional professional development opportunities were scheduled for all employees, including the following:

- “Understanding Diversity” Workshop, led by Eugene Smith—Feb. 3 in Tonkawa, Feb. 10 in Enid
In this workshop, participants will discuss the role of perception in our attitudes toward differences, be able to identify biases and how they affect interactions with others and personal productivity, and explain the connection between diversity and inclusion to NOC's strategic plan.
- “Developing Cultural Competence” Workshop, led by Eugene Smith—Feb. 17 in Stillwater
In this workshop, participants examined the impact of culture on our personal and professional lives and identified and discussed cultural barriers in the workplace from case studies and/or in real life situations.
 - Two new HR benefits were announced in the spring semester with upcoming Catapult health screenings that will allow employees who sign up to get a series of wellness checks in the spring. Wellness checks include tests for cholesterol levels, weight, body mass index, glucose level, triglycerides, and HDL/LDL.
 - An additional employee benefit offered in the spring was the introduction of the Zero Card, a health benefits card that employees can present to participating health providers to greatly reduce the cost of health services.

Goal 5 Diversify and increase revenue streams.

Goal 5 Year 4 Priorities

- *Continue exploring external foundations and grants.*
- *Create focus groups to explore increased sales with food services and bookstore revenue, flexible spending option, book rental system, online, e-books, and scholarship book program.*

- *Review/Update NOC Foundation five-year action plan and strategic goals.*

Goal 5 Updates:

- A contingency group of 21 from NOC, including employees and PLC students from each of NOC's campuses, participated in Higher Ed Day at the Capitol on Feb. 14, along with groups from across the State, urging legislators to recognize the importance of sustainable funding in higher education.
- Funding from the NASNTI grant has allowed for facility and online curriculum improvements in the spring semester. The following summary was provided by Project Manager Charlene Flanery:

NASNTI Snapshot, October 1, 2016- February 28, 2017

NOC is closing in on the first six months of the project, *Merging Tradition and Technology: Engaging Native American and Low Income Students to Complete College*. The interim report to the U.S. Department of Education is to demonstrate adequate Year 1 progress, as indicated by level of expenditure and progress towards first year performance indicators. These criteria will be used in making Year 2 funding decisions.

The first year's awarded amount is \$349,993.00

As of Month End, February 2017:

Total Expenses: \$14,624.35

Total Funds *Encumbered* \$134,695.85

Personnel- \$58,333.38

Fringe Benefits- \$26,250.02

Equipment- \$9,552.00

Supplies- \$40,560.45

Balance Remaining- \$200,672.80

NASNTI hires include Theodore (Ted) Moore, Jr. as Native American Student Success Specialist (100%- FT) who will head the Cultural Engagement Center (CEC) and Charlene Flanery as Project Director (50%-PT), who is managing the grant. We are still accepting applications to hire the Distance Learning Specialist (100%-FT).

In the first year, we have six (6) performance measures, each having a distinct timeline of completion. NOC has begun initial work in all six areas:

- Two new lecture capture classrooms to be equipped
- Seven online courses to be certified by Quality Matters (QM) standards
- Pilot online readiness assessment for at least 300 students
- New systems for culturally-aligned tutoring & coaching to be 100% developed
- Renovation of Vineyard Library to establish Cultural Engagement Center (CEC)
Bid through Ben Hayes Construction was accepted. Kick off meeting to commence 3/9/17. Tentative schedule date of completion is June 1, 2017.
- At least 85% of NOC faculty to participate in Native American learning styles professional development

NASNTI staff, Office of Development and Community Relations, and print shop staff had collaborative effort to establish new NASNTI logo and webpage:

<http://www.noc.edu/cultural-engagement-center>



NOC also has a Project Evaluation Team to be led by Dr. Shannon Cunningham, having prior experience to this program. The team is an internal monitoring team to ensure the overall success of the program.

- **Annual Donor Recognition Dinner** – Donors to the Northern Oklahoma College Foundation gathered February 28 for the annual dinner recognizing their assistance in enabling NOC students to pursue their academic goals. Chair of the NOCF Board of Trustees Tom Poole welcomed 230 guests in the Renfro Center. NOCF Executive Director Sheri Snyder recognized the donors to the 2016 Honor Roll and was joined by Development and Donor Relations Director Kirby Tickel-Hill to introduce the 80 student scholarship recipients in attendance and noted their specific scholarships. Scholarship recipients Mathew Gray and Karen Sigala, representing the students receiving scholarships for this academic year, expressed their gratitude to the donors and told briefly how their scholarships had allowed them to fulfill their ambitions. Scholarship recipients and Fine Arts students Christian Searle and Olivia White provided entertainment. Dr. Evans concluded the evening by sharing some institutional highlights.
- **Greater Gifts Drive Campaign** – The annual greater gifts drive (direct mailing campaign) as mailed out to our alumni/donor database in November. Additionally, the annual employee campaign was also sent out to solicit program and scholarship support. So far, the 2016-2017 annual drive and employee campaign has received over \$128,000 in total contributions, over \$5000 in corporate matching contribution pledges and employee payroll deductions of over \$40,000 from 37 employees.
- **Presidential Partners Mailing Campaign** – The Northern Oklahoma College Presidential Partners Program is an annual giving program through the NOC Foundation supporting the college and enriching the experience of NOC students. As a result of the October mailing, we have received \$21,850 thus far in contributions and pledges from various donors supporting the program for the 2016-2017 academic year. The Foundation received \$32,167 in total contributions for the 2015-2016 academic year.
- **NOCF Scholarships and Loans** – Thus far for the 2016-2017 academic year, the Foundation has awarded over \$233,000 in scholarships to 275 students from the Tonkawa, Enid and Stillwater campuses plus \$25,000 in loans to 101 students on the Tonkawa campus.
- The NOCF Board of Trustees and the Investment Committee met January 24 on the Tonkawa Campus. Action items that were approved included:
Treasurer's Report. The Board approved the Statement of Financial Position, the NOCF Marketable Securities, the Statement of Activities, and the Budget to Actual Expenditures as of December 31, 2016. Total net assets as of June 30 (audited) were \$8,378,110; Total net assets as of December 31, 2016 were \$8,929,093, which reflects slight increase of approximately \$550,000 in cash and investments.

External NOCF Audit Report. The Board approved the FY2016 External Audit Report as presented by Wade Fisher of Hinkle and Company.

Policies and Procedures – Investment Policy. The Board approved the Foundation Investment Policy as amended with recommendations from the Investment Committee along with our investment managers.

- **NOC Foundation Grants** - Northern Oklahoma College Foundation is offering grants through the Masonic Fraternity of Oklahoma Endowment and the Presidential Partners Program. These funds are made available to NOC programs, students and employees whose proposed projects support the Foundation's mission of providing quality educational experiences. The following grants have been awarded since the October Regents Meeting.

Presidential Partners Program Grants

- Dr. Shannon Cunningham –National Association for Branch Campus Conference (Registration)
- Andrea Bolay – Newman Fellows Conference (Travel Expenses)
- NOC Executive Council – 26th Annual Women's Business Conference (Registration)