

Higher Education Program and Activity Survey

	2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23		
	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	
Expenditure Totals by Tier																					
Research	\$1,566,470	\$119,592	\$1,740,838	\$145,120	\$2,566,733	\$652,008	\$3,023,185	\$1,036,873	\$2,676,592	\$711,959	\$2,315,972	\$895,812	\$2,492,326	\$1,184,388	\$2,837,808	\$1,398,726	\$3,438,527	\$1,616,725	\$3,698,054	\$1,845,037	
Four Year Regional	499,689	326,456	646,370	332,269	644,203	330,311	733,438	284,752	809,832	279,017	805,193	296,227	702,226	364,569	1,084,561	451,430	1,077,781	532,040	1,670,112	696,024	
Two Year	5,117,799	1,802,201	3,879,853	301,446	4,340,827	296,008	5,379,787	807,924	5,009,452	814,273	5,064,894	913,305	4,994,962	1,146,980	4,942,501	1,126,470	4,821,365	1,203,375	4,763,503	1,103,717	
Regents	0	0	0	0	0	0	0	0	0	0	0	0	26,914	26,914	31,914	31,914	31,914	31,914	35,705	35,705	
TOTAL DEI EXPENDITURE	\$7,183,959	\$2,248,249	\$6,267,062	\$778,835	\$7,551,763	\$1,278,327	\$9,136,410	\$2,129,549	\$8,495,876	\$1,805,249	\$8,186,059	\$2,105,344	\$8,216,427	\$2,722,852	\$8,896,784	\$3,008,539	\$9,369,587	\$3,384,054	\$10,167,373	\$3,680,483	
DEI AS PERCENTAGE OF TOTAL EXPENDITURE: ALL INSTITUTIONS*	0.25	0.08	0.21	0.03	0.25	0.04	0.31	0.07	0.28	0.06	0.26	0.07	0.25	0.08	0.26	0.09	0.27	0.10	0.29	0.11	

* 2021-22 and 2022-23 percentages are based on budgeted totals

Higher Education Program and Activity Survey																									
Institution:		CONNORS STATE COLLEGE																							
Funding																									
Institution	Program or Activity	Brief Description of the Program or Activity	Number of FTE	Position Title(s)	2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23		
					Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Project Manager (100%)	0	0	56,000	0	57,680	0	59,410	8,912	61,193	15,298	63,028	22,060	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Curric. Specialist/Activity Dir. (100%)	0	0	40,000	0	41,200	0	42,436	6,365	43,709	10,927	45,020	15,757	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Instructional Designer (100%)	0	0	40,000	0	41,200	0	36,071	5,411	32,782	8,196	29,263	10,242	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Online Stud. Serv. Developer (100%)	0	0	28,000	0	28,840	0	29,705	4,456	30,596	7,649	31,514	11,030	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	NASCC Director/Activity Dir. (100%)	0	0	40,000	0	41,200	0	36,071	5,411	32,782	8,196	29,263	10,242	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	2.0	NA Advisors (100%) (2 @ \$35,000)	0	0	70,000	0	72,100	0	63,123	9,468	57,368	14,342	51,211	17,924	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Lab Tech (100%) – Warner campus	0	0	0	0	25,000	0	21,887	3,283	19,891	4,973	17,757	6,215	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Lab Tech (100%) – Muskogee campus	0	0	0	0	0	0	25,000	3,750	19,313	4,828	17,240	6,034	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	NA Satellite Ctr. Coord. (100%, Y 4-5)	0	0	0	0	0	0	25,000	3,750	25,750	6,438	26,523	9,283	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Research Analyst	0	0	35,000	0	36,050	0	37,132	5,570	38,245	9,561	39,393	13,788	0	0	0	0	0	0	0	0	
CSC	DOE: Title III Capacity building grant; Native American Success	To establish an on-campus support center, on-line courses, and museum including a language repository for Native American students within CSC service area	1.0	Administrative Assistant (100%)	0	0	20,000	0	20,600	0	21,218	3,183	21,855	5,464	22,510	7,879	0	0	0	0	0	0	0	0	
CSC	DOE: NASNTI - Minority Serving Institutions; Nursing program	To enhance the number of Nursing services and instructors and thereby increase numbers of nurses in the pipeline in the CSC service area which includes many indigenous peoples	1.0	Project Director; 50%	0	0	0	0	0	0	50,000	0	50,000	0	50,000	0	61,630	30,815	61,630	31,739	0	0	0	0	
CSC	DOE: NASNTI - Minority Serving Institutions; Nursing program	To enhance the number of Nursing services and instructors and thereby increase numbers of nurses in the pipeline in the CSC service area which includes many indigenous peoples	1.0	Native American Health Careers Coord.; 100%	0	0	0	0	0	0	46,450	0	46,450	0	46,450	0	45,386	4,539	45,386	9,077	0	0	0	0	
CSC	DOE: NASNTI - Minority Serving Institutions; Nursing program	To enhance the number of Nursing services and instructors and thereby increase numbers of nurses in the pipeline in the CSC service area which includes many indigenous peoples	1.0	Nursing Clinical Instructor; 100%	0	0	0	0	0	0	45,291	0	45,291	0	45,291	0	49,468	4,947	49,468	9,894	0	0	0	0	
CSC	DOE: NASNTI - Minority Serving Institutions; Nursing program	To enhance the number of Nursing services and instructors and thereby increase numbers of nurses in the pipeline in the CSC service area which includes many indigenous peoples	1.0	Simulation Laboratory Coordinator; 100%	0	0	0	0	0	0	42,450	0	42,450	0	42,450	0	41,748	4,175	41,748	8,350	0	0	0	0	
CSC	Student Support Services	Federal funded TRIO grant program supports 1st generation college students with tutoring and advising	1.00	Director	44,190	0	44,190	0	44,190	0	44,190	0	46,400	0	46,400	0	46,400	0	46,400	0	46,400	0	0	0	0
CSC	Student Support Services	Federal funded TRIO grant program supports 1st generation college students with tutoring and advising	1.00	Academic Advisor	33,170	0	33,170	0	33,170	0	33,170	0	32,012	0	32,012	0	32,012	0	32,012	0	32,012	0	0	0	0
CSC	Student Support Services	Federal funded TRIO grant program supports 1st generation college students with tutoring and advising	1.00	Career Transfer Advisor	29,988	0	29,988	0	29,988	0	29,988	0	29,925	0	29,925	0	29,925	0	29,925	0	29,925	0	0	0	0
CSC	Student Support Services	Federal funded TRIO grant program supports 1st generation college students with tutoring and advising	1.00	Tutor Coordinator/Secretary	22,032	0	22,032	0	15,000	0	15,000	0	21,000	0	21,000	0	21,000	0	21,000	0	21,000	0	0	0	0
CSC	Student Support Services	Federal funded TRIO grant program supports 1st generation college students with tutoring and advising	1.00	Teachers	4,800	0	4,800	0	4,800	0	4,800	0	4,800	0	4,800	0	4,800	0	4,800	0	4,800	0	0	0	0
CSC	Tier Focus	TANF program funded through OSRHE supports job training and placement for adults	1.0	FOCUS PROGRAM COORDINATOR	30,450	0	30,450	0	30,450	0	30,450	0	30,450	0	30,450	0	30,450	0	30,450	0	30,450	0	30,450	0	30,450
CSC	Tier Focus	TANF program funded through OSRHE supports job training and placement for adults	1.0	ACADEMIC SKILLS INSTRUCTOR/FC	24,000	0	24,000	0	24,000	0	24,000	0	24,000	0	24,000	0	24,000	0	24,000	0	24,000	0	24,000	0	24,000
CSC	Americans with Disabilities Act	Supports students with documented disabilities	0.25	VA Coord. Financial Aid Spec	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	
CSC	Americans with Disabilities Act	Supports students with documented disabilities	0.25	ADA Coord. Financial Aid Spec	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	7,250	
Grand total					203,130	14,500	532,130	14,500	559,968	14,500	777,342	74,058	770,762	110,371	760,000	144,953	401,319	58,975	401,319	73,559	68,950	14,500	68,950	14,500	

Higher Education Program and Activity Survey

Institution: Northeastern State University

Institution	Program or Activity	Brief Description of the Program or Activity	Number of FTE	Position Title(s)	Funding																					
					2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
					Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share		
NSU	Diversity Focused Recruitment	University recruiter position that focuses on recruiting prospective students from high schools that are 65% or greater regarding minority enrollment. Total includes .75 of salary and related expenses.	0.75	University Representative - Diversity Focus (Position Number N99320)	\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$25,238	\$25,238	\$24,257	\$24,257	\$0			
NSU	ANTH 3223 - Racial and Cultural Minorities	Description: Course provides exposure to the cultural, racial, and religious diversity of the United States. Theories of race are examined. Also explored is American racial diversity based on the interface of land, labor, and capital in conjunction	0.25	Faculty COLA	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445		
NSU	CRJ 3443 - Diversity and Ethical Dilemmas in Criminal Justice	Description: Students examine the issues related to diversity and ethics within law enforcement, courts, and corrections. Emphasis is placed on police prosecutors, defense attorneys, judges, probation and parole officers, and correctional officers	0.25	Faculty COLA (2 sections)	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044	\$26,044		
NSU	ELED 4753 - Strategies for Differentiation, Diversity, & Trauma	Description: Students focus on trauma-informed instruction, differentiation of instruction based on students' learning needs, and diversity. Students learn what trauma is, its impact on students and their classroom behaviors, and strategies to improve educational success in children who have experienced trauma. Students learn to differentiate instruction based on student needs and characteristics	0.25	Faculty COE This class was legislatively mandated.	\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$25,044	\$25,044	\$25,044	\$25,044	\$25,044	\$25,044		
NSU	ENGL 2123 - Intro to Women's & Gender Studies	Description: An interdisciplinary course that examines the intersection of gender with other identity categories including race, class, ethnicity, sexual orientation, culture, age, and physical ability.	0.25	Faculty COLA	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440		
NSU	SOWK 4613 - Human Diversity and Social Work	Description: Critically examines theoretical frameworks, empirical findings, and problem-solving strategies and their effectiveness in providing social services to culturally-diverse populations. Effects of color or gender-based discrimination are analyzed in the stress-framework, with a focus on the strengths and resources developed within the minority experience	0.25	Faculty COLA (2 sections)	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270	\$25,270		
NSU	SOC 3223 - Racial and Cultural Minorities	Description: Course provides exposure to the cultural, racial, and religious diversity of the United States. Theories of race are examined. Also explored is American racial diversity based on the interface of land, labor, and capital in conjunction with the different racial, ethnic, and religious groups.	0.25	Faculty COLA	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445		
NSU	WGS 4113 - Feminist and Social Activism	Description: Feminist and Social Activism explores the roots of social activism as a means to empower students to become civically engaged. This course addresses the fundamentals to social movements by examining methods to influencing social change through activism. Social movements and current issues in women's issues will be explored through the Social Change Model of Leadership Development.	0.25	Faculty COLA	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445	\$12,445		
NSU	Director of Womens Center	Faculty in History has one course release to manage the Women's Center.	0.25	Faculty COLA	\$10,867	\$10,867	\$10,867	\$10,867	\$10,867	\$10,867	\$10,867	\$10,867	\$12,605	\$12,605	\$12,605	\$12,605	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,440	\$13,843	\$13,843		
NSU	Women's Study Brochure	Prepared brochure for Women's Study Program in 2017 and updated it in 2020. Designer spent five hours in 2017 and three hours in 2020		Designer	\$0		\$0		\$0		\$75	\$75	\$0		\$0		\$45	\$45	\$0		\$0		\$0			
	Institution Totals		2.8		112,956	112,956	112,956	112,956	112,956	112,956	113,031	113,031	114,694	114,694	114,694	114,694	115,574	115,574	165,811	165,811	164,830	164,830	140,976	140,976		

Higher Education Program and Activity Survey

Institution: Northwestern Oklahoma State University

Institution	Program or Activity	Brief Description of the Program or Activity	Number of FTE	Position Title(s)	Funding																			
					2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
					Funding	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share
NWOSU	Heritage Celebration Series speaker	Student speaker and campus student leader Gilda Palacio, who relocated to the United States from the state of Chihuahua, Mexico, at the age of seven, presented on her educational experiences on October 14, 2013, during Hispanic Heritage Month as part of Northwestern's Heritage Celebration Series.	0.0		0	0																		
NWOSU	Heritage Celebration Series speaker	Minoma Littlehawk-Sills presented the lecture and discussion "The Cheyenne Way of Life" on November 25, 2013, during Native American Heritage Month as part of Northwestern's Heritage Celebration Series.	0.0		0	0																		
NWOSU	Professional Development Opportunity	On-campus presentations by Dr. Mark Taylor on January 31, 2014, entitled "Generation NeXT Comes to College: Understanding Today's Learners in the Innovative, Educational Environment," with follow up on February 20, 2014.	0.0		0	0																		
NWOSU	Heritage Celebration Series speaker	Bruce T. Fisher presented the lecture and discussion "Interpreting the African-American Experience" on February 24, 2014, during Black History Month as part of Northwestern's Heritage Celebration Series.	0.0		0	0																		
NWOSU	Marvel/Smith Academic Enrichment Series	Dr. Dhara Anjaria presented the lecture "Historiography, Politics, and Post-Colonialism: Writing an Imperial History as an Ex-Colonial" on March 25, 2014, as part of the Marvel Smith Academic Enrichment Series.	0.0		0	0																		
NWOSU	Heritage Celebration Series speaker	Leah Craig presented on "Clara Socking and the Land Run of 1893" on March 31, 2014, during Women's History Month as part of Northwestern's Heritage Celebration Series.	0.0		0	0																		
NWOSU	Festival of Cultures	Sponsored by the International Student Association, the festival--held on April 1, 2014--featured student-prepared international food, displays and performances.	0.0		0	0																		
NWOSU	Professional Development Opportunity	Speaker Enrique Suarez presented a faculty training and discussion on addressing diversity in the classroom entitled "How Can I Play If I Don't Know the Rules of the Game" on August 12, 2014.	0.0				0	0																
NWOSU	Professional Development Opportunity	Staff from the Oklahoma Policy Institute led a discussion on the impact of poverty on educational achievement among Oklahoma children and youth for faculty on January 27, 2015. About sixty-five faculty members attended the training.	0.0				0	0																
NWOSU	Heritage Celebration Series speaker	Dr. Felix J. Aquino presented on the topic of "Migration Theory, Demographics, and the Future of Higher Education" on October 17, 2015, during Hispanic Heritage Month as part of Northwestern's Heritage Celebration Series.	0.0					0	0															
NWOSU	Heritage Celebration Series speaker	Gena R. Timberman presented the lecture and discussion "Native Warrior Traditions and How They Inspire Us on Our Journey" on November 16, 2015, during Native American History Month as part of Northwestern's Heritage Celebration Series.	0.0					0	0															
NWOSU	Heritage Celebration Series speaker	Dr. Donnie Nero presented the lecture and discussion "Walk a Mile 'N' My Shoes on February 15, 2016, during Black History Month as part of Northwestern's Heritage Celebration Series.	0.0						0	0														
NWOSU	Heritage Celebration Series speaker	Major General Rita Aragon presented the lecture and discussion "Who Are the Real Wonder Women of Today?" on March 30, 2016, during Women's History Month as part of Northwestern's Heritage Celebration Series.	0.0						0	0														
NWOSU	Festival of Cultures	Sponsored by the International Student Association, the festival--held on April 1, 2016--featured student-prepared international food, displays and performances.	0.0						0	0														
NWOSU	Professional Development Opportunity	Panelists Dr. Janet Cunningham, Dr. James Bell, Dr. Kylee Rehder, Janet Valencia and discussion leaders Dr. Kate Lane, Dr. Steve Maier, Dr. Christie Riley, Dr. Shelley Wells, Dr. Kylee Rehder, Janet Valencia and Tamara Brown led a workshop entitled "Struggle to Juggle: Achieving Life Balance as a Professional in Higher Education on February 9, 2017.	0.0										0	0										
NWOSU	Festival of Cultures	Co-sponsored by the International Student Association and the Spanish Club, the festival--held on April 14, 2017--featured student-prepared international food, displays and performances.	0.0										0	0										
NWOSU	Professional Development Opportunity	On March 15, 2018, Diversity Committee Chair Dr. Kay Decker and Dean of Students Caleb Mosburg presented on "First Generation College Students: Characteristics, Removal of Barriers to Success, and Data Trends." Faculty members Dr. Roxie James and Dr. Kathy Earnest presented a talk called "What Does a First-Generation College Student Look Like?"	0.0										0	0										
NWOSU	Festival of Cultures	Sponsored by the International Student Association, the festival--held on April 20, 2018--featured student-prepared international food, displays and performances.	0.0										0	0										
NWOSU	Professional Development Opportunity	Sponsored by the OSRHE, this September 24, 2018, workshop titled "Accessibility in the Digital Classroom" and sponsored by the Academic Online Excellence Consortium Professional Development Series addressed the fundamental techniques for creating accessible digital material.	0.0											0	0									
NWOSU	Festival of Cultures	Sponsored by the International Student Association, the festival--held on April 5, 2019--featured student-prepared international food, displays and performances.	0.0											0	0									
NWOSU	Marvel Academic Enrichment Series	Professor Shewanda Riley of Tarrant County College, Texas, presented three talks on February 27-28, 2020, focused on racial diversity in popular culture and diversity education. These included the lectures "From Maya to Michelle: 50 Years of African American Female Identity" and "The Gospel According to Black Jesus: Race, Religion, and Identity." Speaker's costs were paid entirely with endowed funds.	0.0												1,500	0								
NWOSU	Marvel Academic Enrichment Series	Dawn Shaw, nationally known motivational speaker and author, presented a live, virtual presentation sponsored by the NWOSU Diversity Committee on "The Power of Choice" on February 25, 2021. Speaker's costs were paid entirely with endowed funds.	0.0														1,100	0						
NWOSU	Marvel Academic Enrichment Series	OU Coordinator of Public Debate and educator George Lee presented a discussion of Diversity, Equity and Inclusion in an NWOSU Diversity Committee-sponsored event on April 5, 2022. Speaker's costs were paid entirely with endowed funds.	0.0																5,000	0				
NWOSU	Facilities Improvement	The university installed automatic doors in the Student Center, Science Building, and library. Contractor: Oklahoma Glass and Wallpaper. Costs were paid entirely with funds from University Parking and Safety Fees.	0.0																			34,518	0	
NWOSU	Marvel Academic Enrichment Series	A retired Title IX Officer and Indian Education Director with Ponca City Public Schools and an involved citizen of the Ponca Tribe, Chris Littlecook will present "The Struggles Native American Students Deal with When Going to University" on March 23, 2023. Speaker's costs will be paid entirely with endowed funds.	0.0																			850	0	
NWOSU		Note: Northwestern Oklahoma State University does not have an Office of Diversity, Equity and Inclusion. Additionally, neither the chair nor the members of the Diversity Committee (and formerly the Heritage Celebration Committee) receives courseload reduction for their committee service. Therefore, no FTE personnel are required to administer the university's DEI efforts.																						

Higher Education Program and Activity Survey

Institution: Seminole State College

Institution	Program or Activity	Brief Description of the Program or Activity	Number of FTE	Position Title(s)	Funding																			
					2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
					Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share
SSC	NASA Members Tour Chickasaw Cultural Center	Seminole State College Native American Student Association (NASA) and several Danish exchange students at SSC for an eight-week study program toured the Chickasaw Cultural Center in Sulphur on Nov. 17, 2013.	1,308.9																					
SSC	SSC Hosts Native American Heritage Month Event	Native American-Serving Non-Tribal Institutions (NASNTI) and NASA hosted Seminole Nation Chief Leonard Harjo for a presentation on campus on Nov. 18, 2013.	1,308.9	NASNTI																				
SSC	SSC Students Attend Women of Distinction Conference	SSC students and visiting students from Denmark participated in the Women of Distinction Conference sponsored by the Shawnee Chamber of Commerce on Nov. 22, 2013.	1,308.9																					
SSC	NASNTI Host Native November Events	SSC's NASNTI program hosted several events honoring Native American heritage during the week Nov. 17, 2014, including a drum group, a traditional fashion show, and several individual speakers.	1,323.4	NASNTI																				
SSC	NASA Students Tour Seminole Nation Museum	NASA students visited the Seminole Nation Museum in Wewoka to learn about the tribe's history and culture on Dec. 3, 2014.	1,323.4																					
SSC	NASNTI Program Sponsors MLK Exhibit	The NASNTI program hosted an exhibit entitled The Road to the Promised Land: Dr. Martin Luther King Jr. and The Civil Rights Movement from Jan. 12-16, 2015.	1,323.4	NASNTI																				
SSC	PLC Attends Film Screening for MLK Day Observance	Members of the SSC President's Leadership Class observed Martin Luther King Day by attending a screening of the film "Selma" on Jan. 16, 2015.	1,323.4	PLC																				
SSC	SSC Honors Black History Month	Head Coach of the Wewoka High School basketball team Vernell Kemp presented on overcoming adversity and setting goals at an event on Feb. 10, 2015.	1,323.4																					
SSC	SSC Hosts Creativity Symposium	Symposium featured performances from writers, artists, musicians and dancers from across the state. Keynote speaker was Senior Staff Writer for the Chickasaw Press, Dr. Phil Morgan. The event was held on April 23-24, 2015.	1,323.4	LAH																				
SSC	NASNTI Host Native November Events	Activities held on campus included a demonstration by the Oklahoma Fancy Dance Troupe, a presentation by the Tribal Royalty program and Walter Echo-Hawk, a Native American author and attorney spoke to students Nov. 15-19, 2015.	1,228.6	NASNTI																				
SSC	Speaker Presents at SSC in Honor of MLK Day	Norman High School basketball coach Rodney Dindy presented on Martin Luther King Jr.'s quotes regarding education at a MLK Day presentation on Jan. 8, 2016.	1,228.6	NASNTI																				
SSC	PLC Students Participate in Women's Leadership Luncheon	PLC members met three local female leaders and had the opportunity to discuss education and career goals at a special luncheon on Feb. 4, 2016.	1,228.6	PLC																				
SSC	NASA Students Visit Choctaw Nation	NASA students visited the Choctaw Nation of Oklahoma headquarters in Durant on April 8, 2016.	1,228.6																					
SSC	SSC Hosts Creativity Symposium	Symposium featured performances from writers, artists, musicians and dancers from across the state, including a demonstration by Chickasaw textile artist Margaret Roach Wheeler. The event was held on April 28-29, 2016.	1,228.6	LAH																				
SSC	PLC Students Participate in Women's Leadership Luncheon	PLC members met three local female leaders and had the opportunity to discuss education and career goals at a special luncheon on Nov. 2, 2016.	1,147.2	PLC																				
SSC	NASNTI Hosts Osage Ballet on Campus for Native November	NASNTI hosted the Osage Ballet company on campus on Nov. 9, 2016 in recognition of Native American Heritage month.	1,147.2	NASNTI																				
SSC	NASA Students Visit Choctaw Nation	NASA students travelled to Durant to visit the headquarters of Choctaw Nation. Students took part in a stickball game and a picnic on Nov. 18, 2016.	1,147.2																					
SSC	SSC Honors MLK Day	Norman High School men's basketball coach Rodney Dindy and Violinist Densi Rushing presented during the program on Jan. 12, 2017.	1,147.2	NASNTI																				
SSC	NASA Visits Food and Nutrition	NASA students visited the Seminole Nation's Food and Nutrition Services Program on Jan. 18, 2017.	1,147.2																					
SSC	NASA Visits Citizen Potawatomi Nation	NASA students visited the Citizen Potawatomi Nation Employment and Training Offices, as well as the CPN Eagle Aviary on Feb. 2, 2017.	1,147.2																					
SSC	Play Hosted by SSC in Honor of Black History Month	NASNTI hosted a performance of the play "Who Will Sing for Lena?" in honor of Black History Month on Feb. 22, 2017.	1,147.2	NASNTI																				
SSC	SSC Hosts Artist Panel and Print Workshop	Artists spoke at SSC about the "Return from Exile" contemporary Native art exhibit on display at the Seminole Nation Museum on March 20, 2017.	1,147.2	LAH																				
SSC	NASA Visits Kickapoo Tribe and Native Art Exhibit	NASA students visited the headquarters of the Kickapoo Tribe and then visited the Fred Jones Jr. Museum of Art at the University of Oklahoma to see a photography exhibit by Navajo photographer Will Wilson.	1,147.2	LAH																				
SSC	SSC Hosts Creativity Symposium	Symposium featured performances from writers, artists, musicians and dancers from across the state. The event featured a performance of the opera "A Porcelain Doll," which tells the story of Laura Bridgman who was the first blind and deaf child to learn to communicate and receive an education. The event was held on April 27-28, 2017.	1,147.2	LAH																				
SSC	NASNTI Hosts Roundtable Discussion	NASNTI held a roundtable discussion featuring guest speakers from Citizen Potawatomi Nation and Muscogee Creek Nation on May 3, 2017.	1,147.2	NASNTI																				
SSC	Absentee Shawnee Tribe Governor Speaks at SSC	NASNTI hosted a presentation by Absentee Shawnee Tribe Governor Edwina Butler-Wolfe for a symposium on Aug. 17, 2017.	1,182.6	NASNTI									675	0										
SSC	NASNTI Hosts Native American Symposium	In honor of Native American Heritage Month, SSC's NASNTI program hosted a weeklong symposium, featuring speakers, dancers and musicians Nov. 6-10, 2017.	1,182.6	NASNTI								3,455	0											
SSC	SSC Hosts Women in STEM Program	Ten female SSC employees presented at the Women in STEM event sponsored by Student Support Services on April 13, 2018.	1,182.6	SSS/STEM SSS											103	0								
SSC	SSC Hosts Creativity Symposium	Symposium featured performances from a diverse group of writers, artists, musicians and dancers from across the state. The event was held on Nov. 8-9, 2018.	1,151.9	LAH										1,739	0									
SSC	SSC Honors MLK Day	Seminole State College hosted a special MLK program on campus featuring guest speaker Ashley Peden, Director of Corporate Communications for the Oklahoma City Thunder, on Jan. 16, 2019.	1,151.9	NASNTI										0	0									
SSC	NASNTI Hosts First-Year Tribal Students Orientation	The Seminole State College Native American Serving Non-Tribal Institutions program hosted its orientation event for first-year tribal students on Aug. 6, 2019.	1,088.1	NASNTI												1,339	0							
SSC	First Native American to Fly in Space Speaks at SSC	Former NASA Commander Dr. John Herrington, a member of the Choctaw tribe, spoke to students on Aug. 15, 2019.	1,088.1	NASNTI												962	0							
SSC	Miss Indian World Speaks at SSC	Miss Indian World 2019 Cheyenne Kippenberger spoke at a reception on campus on Sept. 20, 2019.	1,088.1	NASNTI												48	48							
SSC	SSC Honors MLK Day	SSC hosted a special MLK Day program featuring guest speaker Judge Tammy Kemp of the Texas 204th District Court on Jan. 16, 2020	1,088.1	NASNTI											0	0								
SSC	Former Student Speaks on Diversity at SSC In-Service	Health Planner for the Oklahoma State Department of Health Devan Steele spoke on diversity, equity and inclusion at the SSC employee in-service on Aug. 12, 2020	1,060.4															240	0					
SSC	SSC NASNTI Program Launches Native Art Exhibit	The Seminole State College Native American Serving Non-Tribal Institutions (NASNTI) grant program completed a permanent Native American art exhibit in the David Boren Library on campus. It opened to the public on Nov. 1, 2020	1,060.4	NASNTI														52	0					

Higher Education Program and Activity Survey

Institution: Tulsa Community College

Institution	Program or Activity	Brief Description of the Program or Activity	Number of FTE	Position Title(s)	Funding																			
					2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
					Total**	State Share**	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share
TCC	SOCI 2143 - Inter-Cultural Dynamics and Inclusion (2018-19 to 2022-23) SOCI 2143 - Inequalities in America (2017-18) SOCI 2143 - Minorities in America (2013-14 to 2016-17)	9 Sections and 27 credit hours taught in last 10 years by 9 FTE over all ten years. Course Description for 2022-23, 2021-22, 2020-21, 2019-20 - An investigation of the sociological processes of a racially and culturally heterogeneous (diverse) society and world. How to successfully approach, understand, and dialogue complex social issues across diverse perspectives will be focus, as well as how belonging (inclusion) can be achieved. Course Description for 2018-2019 This course is an investigation of the sociological processes of a racially and culturally heterogeneous (diverse) society. The causes, consequences, and effective solutions to prejudices and discrimination will be explored. Course Description for 2017-2018 This course is an examination of the nature of inequality, the causes and consequences of prejudice and discrimination, and the varying patterns of majority-minority interactions in society. Six areas of inequality will be the focus: class, gender, sexual orientation, ethnicity, race, age and ability/disability. Effective solutions to prejudice and discriminatory practices will also be emphasized. Course Description 2016-17, 2015-16, 2014-15, 2013-14 This course is an examination of the nature of equality, the causes and consequences of prejudice and discrimination, and the varying patterns of majority-minority interactions in society.	0.90	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	55,215	55,215																		
TCC	CHLD 2213 - Children with Special Needs (2013-14 to 2022-23)	57 Sections and 171 credit hours taught in the last 10 years by 5.7 FTE over all ten years. Course Description for 2022-23, 2021-22, 2020-21, 2019-20, 2018-19, 2017-18, 2016-17, 2015-16, 2014-15 -This course will focus on the principles and practices of facilitating learning for children with special needs. A primary objective is to make practical application to healthy learning environments for all children. Legislative issues, inclusion, early intervention, developmentally appropriate strategies, advocacy, and parental involvement will be addressed. Assigned field experiences. Course Description for 2013-14 This course will focus on the exceptional child. Emphasis on implementing practical strategies and inclusive practices.	5.70	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	349,695	349,695																		
TCC	ASLE 1413 - Deaf Culture and History (2015-16 to 2022-23)	31 Sections and 93 credit hours taught in the last 10 years by 3.1 FTE over all ten years. Course Description for 2022-23, 2021-22, 2020-21, 2019-20, 2018-19, 2017-18, 2016-17, 2015-16 This is an interdisciplinary course to introduce students to human values through the exploration of American deaf culture through its history, literature, and arts. Students will explore deaf culture as a minority culture focusing on awareness and understanding of cultural diversity and preservation of language. Culture and relationships are examined through the impact of modern technology and moral trends. Course not listed 2013-2014.	3.10	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	190,185	190,185																		
TCC	ASLE 2823 - Cultural Diversity in the Deaf Community (2022-23)	No sections taught yet. Course Description for 2022-23 Analysis in studying diversity within the Deaf Community including different sociological, linguistic, and cultural backgrounds. Issues of race, ethnicity, sexuality, disability, racial oppression, social-minority, and language variation will be discussed. An in-depth analysis of the nature and needs of the culturally Deaf, non-culturally deaf, deaf-blind, deaf plus, LGBTQ+ and deaf from other countries including the cycle and internalization of biases and discrimination. Course not listed in catalog 2013-2021.	-	No sections taught yet.	0	0																		
TCC	HHPE 2603 - Total Wellness (2018-19 to 2022-23)	32 Section taught and 96 credit hours in the last 10 years by 3.2 FTE over all ten years. Course Description for 2022-23, 2021-22, 2020-21, 2019-20, 2018-19 Overview of individual, inter-personal, and socio-cultural issues that have an impact on health. Behavioral decision making, social relations, cultural diversity and environmental sensitivity.	3.20	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	196,320	196,320																		
TCC	PHED 2603 - Total Wellness (2013-14 to 2017-18)	30 Sections taught and 90 credit hours in the last 10 years by 3.0 FTE over all ten years. Course Description for 2017-18, 2016-17, 2015-16, 2014-15, 2013-14 Overview of individual, inter-personal, and socio-cultural issues that have an impact on health. Behavioral decision making, social relations, cultural diversity and environmental sensitivity.	3.00	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	184,050	184,050																		
TCC	HRES 2113 - Principles of Human Resources (2013-14 to 2022-23)	24 Sections and 72 Credit hours in the last 10 years by 2.4 FTE over all ten years. Course Description for 2022-23, 2021-22, 2020-21, 2019-20, 2018-19, 2017-18, 2016-17, 2015-16, 2014-15, 2013-14 The principles, policies, and practices currently related to the organization and administration of the human resources department. Will include topics on the employment process, diversity in the workplace, promotion principles, retirement plans, union and nonunion activities and relations. Comparative analysis of such human resources practices as rating scales, job evaluation, safety, and welfare programs also will be included.	2.40	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	147,240	147,240																		
TCC	CHLD 2205 - Child and Family in the Community (2013-14 to 2022-23)	41 Sections and 123 credit hours taught in the last 10 years by 4.1 FTE over all ten years. Course Description for 2022-23, 2021-22, 2020-21, 2019-20, 2018-19, 2017-18, 2016-17, 2015-16, 2014-15, 2013-14 Focus on contemporary societal factors including diversity, culture, and family structures as they relate to children in various childcare programs. Ethics, professionalism, and skills development for child development and human services professionals will be addressed. Emphasis on promoting optimum development and support of families and children within programs and the larger community. Assigned field experiences.	4.10	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	251,535	251,535																		
TCC	SPAN 2663 - Spanish Service Learning (2013-14 to 2022-23)	19 Sections and 57 credit hours taught in the last 10 years by 1.9 FTE over all ten years. Course Description for 2022-23, 2021-22, 2020-21, 2019-20, 2018-19, 2017-18, 2016-17, 2015-16, 2014-15, 2013-14 This course is designed for active participation in community-based organizations that require the use of Spanish with clients. Students will have the opportunity to encounter real-life experiences that will afford them opportunities to expand their knowledge and develop critical thinking and problem solving skills. The intention of this approach is to place an emphasis on diversity and pluralism that lends itself to student empowerment by developing camaraderie among students, faculty, and the community. The Service Learning experience will be reflected in written class assignments for journals and	1.90	Various Instructional Faculty over ten years including Assistant Professor, Associate Professor, Professor, and Adjunct Instructor **	116,565	116,565																		
TCC	TCC Library Programming	Native Sovereignty and the Law with Judge Stephanie Seymour scheduled for March 29, 2023	NA	No Staff																		0	0	
TCC	TCC Library Programming	"Braiding Sweetgrass" with author Robin Wall Kimmerer scheduled for March 21, 2023 and common book purchase	NA	No Staff																		7,500	0	
TCC	TCC Library Programming	Roots of Wisdom - Smithsonian Exhibit December 2022-February 2023	NA	No Staff																		2,400	0	
TCC	TCC Library Programming	Native American Sovereignty with Mary Katherine Nagle October 19, 2022	NA	No Staff																		500	0	
TCC	TCC Library Programming	Language Revitalization with Amy Gantt October 3, 2022	NA	No Staff																		750	0	
TCC	TCC Library Programming	Indigenous Food with Cherokee Chef Nico Albert September 8, 2022	NA	No Staff																		300	0	
TCC	TCC Library Programming	Robert Lewis - Cherokee Storyteller September 13 and 18 2022	NA	No Staff																		0	0	
TCC	TCC Library Programming	Ledger Art with Dolores Purdy September 1, 2022	NA	No Staff																		750	0	
TCC	TCC Library Programming	Will Hill - Muscogee Storyteller August 25, 2022	NA	No Staff																		0	0	
TCC	TCC Library Programming	Writing History: Uncovering Truths with Jewell Parker Rhodes April 6, 2022	NA	No Staff																		2,500	0	
TCC	TCC Library Programming	New York Times bestselling author and educator Scott Ellsworth returned to Tulsa after publishing his second book on the 1921 Tulsa Race Massacre and the aftermath. November 12, 2021	NA	No Staff																		1,400	0	
TCC	TCC Library Programming	Undergraduate Research Retreat Keynote: Bill White, Executive Director of the Historic Greenwood District Main Street October 22, 2021	NA	No Staff																		250	0	
TCC	TCC Library Programming	Tulsa Race Massacre: Lessons and Legacies with Dr. Karlos Hill October 6, 2021	NA	No Staff																		1,000	0	
TCC	TCC Library Programming	Tulsa 1921 author Randy Krehbiel October 12, 2020	NA	No Staff																		0	0	
TCC	TCC Library Programming	Tulsa Race Massacre and Greenwood exhibits on loan from the Tulsa Historical Society August-September 2020	NA	No Staff																		0	0	
TCC	TCC Library Programming	Hannibal Johnson at the TCC Book Club April 29, 2021	NA	No Staff																		0	0	
TCC	AVP Student Success & Campus Operations	Providing leadership and oversight for all DEI programming for the institution. As Provost, provided leadership as the Academic Officer for Schools of Engineering, Aviation and Public Service providing Dean and faculty support and leadership of all academic programming within these units.	0.25	Provost and AVP Diversity & Inclusion	32,470	32,470	24,324	24,324	21,944	21,944	31,229	31,229	39,293	39,293	42,726	42,726	43,023	43,023	25,642	25,642	0	0	0	0
TCC	VP Student Success & Equity	Executive leadership for Student Affairs including supervision of Financial Aid, Academic Advising, Enrollment Management, Student Life, DEI, Wellness services, Student Conduct, Accessibility Resources, TRIO federal grant programs, career services, prospective student services, student assessment, testing, and student support services (formerly Call 2000).	0.25	VP Student Success & Equity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	53,940	53,940	59,644	59,644
TCC	AVP Student Success & Campus Operations	Provided multi-cultural programming for student, faculty and the community to grow their cultural competency and engagement.	1.00	Director Intercultural Engagement	93,667	93,667	93,836	93,836	82,692	82,692	98,883	98,883	112,082	112,082	114,392	114,392	105,481	105,481	16,102	16,102	0	0	0	0
TCC	AVP Student Success & Campus Operations	Provide administrative support to all DEI staff.	1.00	Administrative Asst. II	52,175	52,175	50,423	50,423	0	0	5,861	5,861	0	0	31,382	31,382	17,727	17,727	24,588	24,588	0	0	0	0

TCC	AVP Student Success & Campus Operations	Office of AVP Student Success & Campus Operations Operating Expenses Budget	NA	No Staff	9,390	9,390	7,217	7,217	8,164	8,164	28,162	28,162	15,355	15,355	10,741	10,741	6,153	6,153	5,290	5,290	3,277	3,277	2,500	2,500		
TCC	Diversity Outreach Programs Staff	Provide testing, enrollment, counseling, translation, and scholarship resources within underserved communities, with increased support for the surrounding residents who are from Hispanic/Latin backgrounds, along with first generation and low income backgrounds.	1.00	Administrative Asst. II		0					0	0		0		0		0	16,498	16,498	58,470	58,470	52,795	52,795		
TCC	Diversity Outreach Programs Staff	Provide testing, enrollment, counseling, translation, and scholarship resources within underserved communities, with increased support for the surrounding residents who are from Hispanic/Latin backgrounds, along with first generation and low income backgrounds.	1.00	Diversity Outreach Coordinator		0					63,329	63,329	50,290	50,290	71,384	71,384	73,051	73,051	74,467	74,467	76,946	76,946	0	0		
TCC	Diversity Outreach Programs Staff	Provide testing, enrollment, counseling, translation, and scholarship resources within underserved communities, with increased support for the surrounding residents who are from Hispanic/Latin backgrounds, along with first generation and low income backgrounds.	1.00	Diversity Outreach Manager		0					0	0		0		0		0					0	84,194	84,194	
TCC	Diversity Outreach Programs Staff	Supervision of staff working in and programming developed by Accessibility Resources, TRIO federal grant staff, Education Outreach Center, Diversity Outreach programs, and Diversity, Equity, and Inclusion.	1.00	Dean Student Success & Equity		0					0	0		0		0	104,246	104,246	116,012	116,012	98,211	98,211	0	0		
TCC	Diversity Outreach Programs Staff	Provide testing, enrollment, counseling, translation, and scholarship resources within underserved communities, with increased support for the surrounding residents who are from Hispanic/Latin backgrounds, along with first generation and low income backgrounds.	1.00	Diversity Outreach Specialist		0					57,250	57,250	59,560	59,560	54,664	54,664	19,184	19,184	12,696	12,696	56,294	56,294	58,736	58,736		
TCC	Diversity Outreach Programs	Diversity Outreach Programs Operating Budget	NA	No Staff		0					3,703	3,703	3,812	3,812	2,836	2,836	1,038	1,038	142	142	4,153	4,153	2,000	2,000		
TCC	Diversity, Equity & Inclusion Staff	Organizes DEI workshops and programming from student voices to share their experiences and perspectives of life in general, along with their perceptions of their needs and journey at TCC programs including: Native American Heritage Day in a Life, Hispanic Heritage Day in a Life. Provide staff and faculty development with programs including: Intercultural Engagement Series: Supreme Court Decision: Native Americans, Intercultural Engagement Series: Afternoon with Joy Harjo, 2020 Race Equity Series, Equity-Minded Leadership Collective Faculty Efficacy, African American Male symposium, TCC Faculty and Staff: Sharpening Discipline-Focused Learning by Leading with Diversity, 100 Years Commemoration of 1921 Race Massacre, and OCCJ Inclusive Leadership Institute.	1.00	Director Diversity Equity & Inclusion		0					92,377	92,377	94,799	94,799	96,300	96,300	113,831	113,831	111,542	111,542	114,289	114,289	120,296	120,296		
TCC	Diversity, Equity & Inclusion Staff	Support students who have already been admitted to TCC with opportunities for academic development, assistance with basic college requirements and support while working toward the successful completion of their college degrees.	3.00	Academic Success Coach		0					169,756	169,756	153,015	153,015	168,123	168,123	205,968	205,968	229,160	229,160	248,073	248,073	248,950	248,950		
TCC	Diversity, Equity & Inclusion Staff	Administrative and project support to Provost and AVP for DEI for special projects.	0.25	Project Coordinator		0					0	0	0	0	869	869	15,223	15,223	17,878	17,878	18,778	18,778	18,756	18,756		
TCC	Diversity, Equity & Inclusion	Office of Diversity, Equity & Inclusion Operating Expenses Budget	NA	No Staff		0					12,866	12,866	5,012	5,012	2,392	2,392	7,613	7,613	5,070	5,070	7,597	7,597	7,000	7,000		
TCC	Dean of Student Success & Equity	Dean of Student Success & Equity Operating Expenses Budget	NA	No Staff		0					0	0										0	1,500	1,500		
TCC	Institute for Culturally Responsive Pedagogy	Privately funded programming to provide national and regional presenters to share inclusive best practices working with all students, staff and community.	NA	No Staff																			7,817	0		
TCC	College programming	Religious State of the 918 Honors Humanities Program. The project aims to promote awareness and understanding of religious diversity in the Tulsa area and its role in local history and culture.	NA	No Staff																			2,234	0		
TCC	Student Programming	My dream peer mentoring program - students providing academic support for navigating course work and College.	NA	No Staff																			1,071	0		
TCC	100 Years Commemoration of 1921 Race Massacre 2020-2022	Privately funded programming including Greenwood Historic District Tour and TCC programming related to Race Massacre including Collaborative partnerships with national and state grant funds for local events that included a community summit, a 28-Day Racial Healing journey, a Black History Month exhibit, a mapping project of the Greenwood district, a virtual dialogue series, a town hall event, panel discussions, podcasts, and community reflection sessions. See https://www.tulsacc.edu/greenwood/events for materials.	NA	No Staff															3,670	0						
TCC	Student Programming	Privately funded programming for Single Parents Who Are Student Success Project and Mothers on a Mission helps to support the retention, persistence, and resource-awareness of single parents.	NA	No Staff										3,954	0	1,786	0									
TCC	Accelerating Excellence Program (Flint Foundation) 2022-2023	Privately funded support embedded coaches and peer study leaders in identified developmental course sections in reading, writing, and math - the courses with overrepresentation of students of color, first generation, and lower income. For this effort, we want to connect with a total of 750 students over the one-year period to accelerate their progress through developmental courses into college-credit courses.	NA	No Staff																			8,026	0	22,970	0
TCC	Multicultural day	Privately funded programming organized by TCC prospective student services invited High School students to the Northeast Campus to experience the College's diverse community program included a campus tour and interactions with multicultural student organizations.	NA	No Staff																				4,464	0	
	Institution Total		36.05		1,678,507	1,678,507	175,799	175,799	112,800	112,800	563,416	563,416	533,216	533,216	599,763	595,809	717,995	712,539	666,210	655,088	753,204	740,028	697,006	656,371		

** Faculty receive variable pay based upon faculty rank, if they are Full-Time, Adjunct, or if the course taught is part of their regular course load of 30 credit hours per academic year - this amount has also varied over the past ten academic years. Therefore, the College used the average standard Full-Time faculty pay for those faculty employed on a 9-10 month basis as reported to the Oklahoma State Regents for Higher Education (OSRHE) from 2016-17 through 2020-21 as evidenced in the OSRHE Salary report Table Four available at <https://www.okhighered.org/studies-reports/fiscal.shtml>, which for TCC faculty is \$61,364.00. The amounts identified in columns G-H are the total cost/cumulative over all ten years for that course based upon the average faculty salary previously described.**

Higher Education Program and Activity Survey

Institution: University of Central Oklahoma

Institution	Program or Activity	Brief Description of the Program or Activity	Number of FTE	Position Title(s)	2013-14	2014-15	2015-2016	2016-2017	2017-2018	2018-2019	2019-20	2020-2021	2021-22	2022-23
					Total State	Total State	Total State	Total State	Total State	Total State	Total State	Total State	Total State	Total State
UCO	Office of Diversity & Inclusion - Staff (Salary & Benefits)	The staff positions in the Office of Diversity & Inclusion provide leadership and mentorship, advise student programming, and promote engagement activities that address the university transformative learning tenant of "Global & Cultural Competency"	3-5 FTE	Director, Assistant Director (until 2022), Coordinators, Administrative Assistant	\$142,890.00	\$146,628.00	\$147,426.00	\$145,764.00	\$145,764.00	\$156,416.00	\$156,416.00	\$129,115.00	\$134,216.00	\$274,763.00
UCO	Inclusive Community - Office set up and operating expenses.	Plans, leads and implements, in collaboration with university partners, institutional change initiatives to advance equity for the purposes of cultivating and sustaining inclusive excellence at the University of Central Oklahoma.									\$ 272.70	\$ 6,802.65	\$ 14,208.76	\$ 11,957.80
UCO	Office of Inclusive Community - Staff salaries+benefits+taxes	Assistant VP for Inclusive Community - serves the UCO community by leading the effort to help UCO more closely mirror the OKC metro and surrounding community, and advance inclusive excellence. Inclusion Strategist - analyzes research to develop strategies that minimize barriers to access; collaborates across departments to build community/advance inclusive excellence; and creates voluntary learning experiences to further the cultural intelligence of the UCO community.	2.5								\$ 53,336.32	\$108,798.85	\$168,155.23	\$205,371.34
UCO	Office of Inclusive Community - Student employee wages	Student employee wages paid by UCO	1.0	Inclusive Community Grad Student										\$ 15,900.00
UCO	Office of Inclusive Community - Strategic plan	Inclusive Community Strategic Plan to retain faculty, staff and students by creating a more inclusive and accessible environment										\$ 5,250.00	\$ 2,250.00	
UCO	HR, Talent Management - Professional Diversity Network (PDN)	PDN is a recruiting source that helps increase our applicant base with qualified diverse individuals, including military veterans, differently abled, women, people of color, etc.											\$ 6,500.00	\$ 6,500.00
UCO	HR, Talent Acquisition - Recruiting Funds	A portion of UCO's limited recruiting funds are set aside to ensure that positions which serve historically marginalized groups have access to these funds, as available.										\$ 348.00	\$ 3,500.00	\$ 1,500.00
UCO	CFAD - Melton Gallery	Fall 2018 Artists as Activists Symposium - Reshaping Conventions: Race, Gender and Identity Explored through Black Representation. A themed exhibition series highlighting social justice issues, the 2019 Artists as Activists engaged in the topic of Race in America through the lens of two national, visual artist exhibitions in the UCO Melton Gallery. Each 5-week exhibition included an artist talk, workshop, panel discussions, and a performance regarding race in Oklahoma.									\$ 4,000.00			
UCO	CFAD - Melton Gallery	Fall 2021, Women's Rights are Human Rights: International Posters on Gender-Based Inequality, Violence and Discrimination. Five week exhibition including artist talk.											\$ 1,800.00	
UCO	CFAD - Melton Gallery	Spring 2021(6-week) Exhibition, artist talk and panel discussions. Ada Trillo: La Caravana Del Diablo, a solo art exhibition featuring a photo documentary series of individuals in the migrant caravans traveling through Central America to the Mexico-US										\$ 4,400.00		
UCO	CFAD - Melton Gallery	Spring 2021 (5-week) photography exhibition, independent short film series, artist talk and panel discussions. The Spaces Between Us; a group art exhibition featuring a photo-documentary series along with independent short films. Gulilat's photography commemorates the Tulsa Race Massacre and documents the lives and erased history.										\$ 1,000.00		
UCO	CFAD - Melton Gallery	Spring 2022 (8 week) exhibition, Krottinger Family Gallery, Student Spotlight Series: Curating for Equity. Three student-curated exhibition featuring Black History Month, Women't History Month and Environmental Justice											\$ 100.00	
UCO	CFAD - Melton Gallery	Fall 2022, (5-week) exhibition and artist talk, Shelby Head Exhibition: Am I that Name? The exhibition is the visual representation of the artist's investigation into queer theory and the ideas of "self/selves."												\$ 2,800.00
UCO	Liberal Arts Faculty and Staff Fall Forum	Open discussion of diversity, equity, and inclusion issues in the college; panelists and moderator received honoraria of \$100.00 each;												
UCO	Humanities and Philosophy Guest Lecture	Guest lecturer spoke about classism and code-switching in higher education.										\$ 1,000.00		
UCO	Liberal Arts Faculty and Staff Fall Forum	Keynote speaker addressed diversity, equity, and inclusion strategies and goals among institutions of higher learning.									\$ 11,000.00			
		Institutional totals			\$142,890.00	\$146,628.00	\$147,426.00	\$145,764.00	\$145,764.00	\$156,416.00	\$225,025.02	\$256,714.50	\$330,729.99	\$518,792.14

USAO	Program or Activity	Brief Description of the Program or Activity	Number of FTE	Position Title(s)	Funding																			
					2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
					Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share	Total	State Share
	Student Success Center	Student Success Center services aim to provide additional academic support beyond classroom instruction. These services include accessible Tutoring & Peer Mentoring, along with Embedded Tutoring in core curriculum courses with routine Weekly Study Group sessions. Open to all students, it does serve specific student categories, e.g., athletes, international students, veterans, Oklahoma Promise students, women in STEM, etc. Success Coaching is available from professional staff members. It is funded by a Title II grant and then a Title III grant.		Success Director, Assistant Director	0	0	135,000	0	135,000	0	130,000	0	130,000	0	130,000	0	138,000	0	138,000	0	138,000	0		
	Drover Achievement program	Drover Achievement Program aims to build community and provide targeted academic support for an at-risk population – this program builds in required one-on-one weekly professional success coaching and peer mentoring sessions. It is funded by a Foundation grant.		Four Success Coaches	0	0	0	0	0	0	0	0	0	0	0	0	25,000	0	25,000	0	192,000	0		
	Neill Wint Center for Neurodiversity	The Neill-Wint Center for Neurodiversity will assist students with autism spectrum disorder (ASD) in the transition to college life and help ensure postsecondary success. It is funded privately.		Center Director, two coordinators,		0		0		0		0		0		0		0		0		0		
	First Generation Programming	First-Generation Programming aims to build community and supportive environment for students to be the first in their family to successfully complete college. Several community building events are scheduled throughout the year and a faculty/staff mentor program. It is funded by a Foundation grant.		none	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Single Parent Support	Scholarships given to single parents through a grant from the Oklahoma Women's Foundation.		none	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5,000	0	5,000	0		
	Center for Racial Healing and Social Justice	The Center's mission is to advance the common good by educating and inspiring individuals who are dedicated to the pursuit of social justice. It is funded privately.		Center Director	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Title IX Coordinator	These responsibilities required for Title IX Federal Compliance fall within an existing position with no additional cost to the state		VP Enrollment Management & Student Affairs, VP Student Success & HR, VP Student Services & HR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	504 Coordinator	These responsibilities required for ADA Federal Compliance fall within an existing position with no additional cost to the state		Was done by the VP Student Success & HR, now done by the Associate VP Student Services as added duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Disability Services	These responsibilities required for Federal Compliance are 1/3 of a salary for a position		Coordinator for Student Wellness & Accommodations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15,000	15,000	15,000	15,000		
	NASNTI (2017-2021)	Title III grant program that assists Native American and Low income students achieve academic success by increasing student achievement through the use of technology-enhanced instruction (5 year grant).		NASNTI Program director, administrative assistant, academic technology administrator, Director of Instructional Technology	n/a	n/a	n/a	n/a	n/a	n/a	249,933	0	344,807.42	0	328,814.66	0	288,984.03	0	422,177.53	0				

	NASNTI (2021-2026)	Title III grant program that assists Native American and low income students achieve academic success by increasing student success by enhanced online learning oppurtunities and related student services (5 year grant).	NASNTI Program Director, Administrativeassistant, technology specilaist, Instructional designer, Outreach and Student Engagement Librarian																	302,729.25	0	509,782.00	0
	Institution Totals			0	0	135,000	0	135,000	0	379,933	0	474,807	0	458,815	0	288,984	0	585,178	0	485,729	15,000	859,782	15,000

