



# Nebraska Indian Community College

**NICC Strategic Planning SOAR Survey Report  
*2022SP, 2022FA, and 2022 Aggregate Results***

September 7, 2022

Office of Institutional Research, Planning, and  
Effectiveness

## Development

To align strategic initiatives with organizational values prior to embarking on the development of its next strategic plan, Nebraska Indian Community College identified the need for creating a SOAR (strengths, opportunities, aspirations, and results) analysis tool for data collection.

## Instrument

The NICC Strategic Planning SOAR Survey 2022 has 29 questions across 5 sections and a copy of the survey instrument is provided in Appendix A. Sections 1-4 focus on the four key areas of the SOAR analysis: Strengths, Opportunities, Hopes/Aspirations, and Results and the final section addresses general and demographic questions about the individual respondents. Each area includes open-ended response questions and responses are included as they were provided without modifications. The topics from each open-ended comment response have been “grouped” into similar topics and tabulations for each have been provided.

## Distribution

The survey has been distributed in two phases during 2022. Phase I 2022SP distribution began in February and continued through the first week of April 2022 and was distributed by emailing a survey link. This survey link was emailed directly to NICC employees, NICC Board of Directors, NICC students, and a list of nearly 500 community members. A follow-up request for employee and student participation in the survey was emailed out by Dr. Mike Oltrogge, and reminders were given during most NICC committee meetings throughout the distribution period. A flyer was developed containing a survey link QR code and posted to the NICC Facebook page. NICC employees were also encouraged to print out paper copies and distribute them to students and community members, but to date, no paper copies have been submitted to the Office of Institutional Research, Planning, and Effectiveness from Student Services.

Phase II 2022FA distribution took place during the month of August through the first week of September 2022. Upon directive from the NICC Board of Directors to incentivize the survey by offering a free NICC t-shirt, the survey was modified to capture shirt size and contact information. After reviewing the data to collect any potential Alumni contact information, the results containing this identifiable information was promptly removed from the survey responses to maintain anonymity. The survey was administered via email link to all NICC registrants, NICC and PNC employees, students, and all were encouraged to freely distribute the survey link to community members.

## Responses

During Phase I 2022SP there did seem to be evidence of survey exhaustion as respondents moved through the various sections; the highest number of respondents answered the questions pertaining to strength (N=90). While the number of respondents who completed each section decreased as they moved through the survey with the section on opportunities yielding (n=82) and the section pertaining to hopes/aspirations yielding a maximum of (n=77). To determine the differences in responses between students versus other affiliated groups, responses are provided for All Respondents, which includes those who indicated their affiliation to be Faculty & Staff (All NICC Employees), Student, Community Member, Board of Directors, Community Member, Tribal Council, Alumni, Vendor or Local Employer, Other (please specify), and those who did not indicate their affiliation with NICC, and then disaggregated to indicate responses for Students only. Survey responses were anonymous and no personally identifiable data was collected. The addition of contact information for receiving the t-shirt incentive has allowed for capturing any possible Alumni updates. Responses are calculated using simple tabulations and expressed as percentages, numerically, or both.

A total of (n=179) responses were collected during Phase II 2022FA including (n=123) completed surveys. We received t-shirt size and contact information for 121 respondents and chose to order 150 shirts to account for any additional shirt request related to survey distribution.

The results for both distribution phases as well as 2022 aggregate results are provided below.

### STRENGTHS (What we can build on)

The strengths section focuses specifically on the College's commitment to its four Core Beliefs, as published on the website along with our Mission Statement (<https://www.thenicc.edu/about/mission-statement.php>). The intent is to identify our strengths, that is, what we can build on, by first determining how we are doing with these foundational items.

Each Core Belief was structured as a statement assuming NICC's success. Respondents were then asked to indicate their level of agreement with each statement presented that indicated NICC's commitment to following its Core Belief had been achieved.

Respondents could choose from Strongly Agree (5), Agree (4), Undecided (3), Disagree (2), and Strongly Disagree (1). There is also one open-ended response question pertaining to NICC overall.

Q.1. NICC students are empowered with tools for Tribal Nation building, so that our communities can achieve a higher level of sovereignty and self-determination.

Response Options	2022SP	2022FA	2022 Aggregate
	(n=90)	(n=159)	(n=249)
Strongly Agree (5)	24%	43%	36%
Agree (4)	60%	47%	51%
Undecided (3)	7%	6%	6%
Disagree (2)	9%	4%	6%
Strongly Disagree (1)	0%	1%	0%

Results are POSITIVE with room for growth.

	2022SP	2022FA	2022 Aggregate
	(n=90)	(n=159)	(n=249)
Mean	4.27	4.00	4.17
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is no significant difference between participants in spring and fall 2022 regarding empowering students for Tribal Nation building.

This is an area that we may want to focus on in our upcoming planning efforts.

Q.2. The College actively engages in cultural preservation, continuity, and revitalization consistent with the Umo<sup>n</sup>ho<sup>n</sup> (Omaha) and Isanti (Santee Dakota) peoples' needs, including languages and Tribal knowledge.

Response Options	2022SP	2022FA	2022 Aggregate
	(n=90)	(n=157)	(n=247)
Strongly Agree (5)	41%	56%	51%
Agree (4)	52%	37%	43%
Undecided (3)	6%	4%	5%
Disagree (2)	1%	1%	1%
Strongly Disagree (1)	0%	1%	1%

Results are POSITIVE with room for growth.

	2022SP	2022FA	2022 Aggregate
	(n=90)	(n=157)	(n=247)
Mean	4.45	4.33	4.41
Median	5	4	5
Mode	5	4	5

Using statistical analysis to conduct a comparison of the responses indicates there is no significant difference between participants in spring and fall 2022 regarding activities that engage and enhance the Umo<sup>ho</sup> (Omaha) and Isanti (Santee Dakota) peoples.

This area seems to be succeeding and we should attempt to emulate processes that contribute to this success in other areas while still striving for continuous and systematic growth and improvement.

Q.3. The College's approach to learning reflects learning as a life-long process, and the learner-centered atmosphere is of the utmost importance.

Response Options	2022SP	2022FA	2022 Aggregate
	(n=90)	(n=142)	(n=251)
Strongly Agree (5)	43%	54%	46%
Agree (4)	46%	43%	46%
Undecided (3)	7%	0%	5%
Disagree (2)	4%	1%	3%
Strongly Disagree (1)	0%	3%	0%

Results are POSITIVE with room for growth.

	2022SP	2022FA	2022 Aggregate
	(n=90)	(n=142)	(n=251)
Mean	4.37	4.27	4.33
Median	4	4	4
Mode	5	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is no significant difference between participants in spring and fall 2022 regarding the College's approach to life-long learning.

This is an area that we may want to focus on in our upcoming planning efforts.

Q.4. The College provides a safe and healthy working and learning environment that promotes free expression and the exchange of ideas, so learners will be challenged to think holistically, and be able to live responsibly and productively in a Tribal and global society.

Response Options	2022SP	2022FA	2022 Aggregate
	(n=90)	(n=106)	(n=250)

Strongly Agree (5)	46%	81%	51%
Agree (4)	44%	0%	40%
Undecided (3)	9%	9%	7%
Disagree (2)	1%	6%	1%
Strongly Disagree (1)	0%	4%	1%

Results are POSITIVE with room for growth.

	2022SP (n=90)	2022FA (n=106)	2022 Aggregate (n=250)
Mean	4.41	4.34	4.39
Median	5	4	5
Mode	5	5	5

Using statistical analysis to conduct a comparison of the responses indicates there is no significant difference between participants in spring and fall 2022 regarding providing a safe and healthy working and learning environment.

While this area shows positive results, the increase in respondents across both data collection phases that indicated they were undecided may point to a need for increased visibility highlighting the ways in which NICC promotes and ensures a safe and healthy working and learning environment.

Q.5. Considering NICC overall, are you most proud of? (Open-ended comments)

Respondents were asked to respond using open-ended comments. The results for Phase I 2022SP and Phase II 2022FA results were grouped into the following topic categories:

Topic	2022SP	2022FA
	Count	Count
tuition / low cost	2	4
culture (tribal or unique culture of the college)	7	27
common subtheme: returning students who have been out of school for many years (20+) feel very comfortable at NICC		
commitment to community / community	14	8
employees / family-friendly	11	28
college overall	3	11
health/mental health focus	1	1
student opportunities	12	7
undecided / didn't understand question	2	4

flexibility (as in flexible modalities / class schedule / class offerings) & growth	7	11
alumni or NICC alumni legacy (following in family alumni footsteps)	2	2
effort / determination / support / commitment to students	7	4
language / indigenous knowledge	3	6
school logo	1	-
HS connection	3	-
respect for elders (specifically students)	1	-

Phase I 2022SP open-ended comment responses to 'Q.5. Considering NICC overall, are you most proud of?' are provided below without modifications or changes:

Providing an opportunity for tribal members to further their education for the benefit of the Omaha Tribe.
the affordability of the education and the attempts to assist the students
Cultural revitalization efforts
yes i am
The effort in two cultures coming together and trying to work with one another.
The help they show and give to students.
Very satisfied with the progress NICC has made over the more recent years
Dual credit classes and being able to offer classes that our students can't get else where like tribal history, culture, and language
The Native Studies department has a strong sense of direction in meeting these goals.
The development of the institution to be able to offer more services to our communities.
The growth of internship opportunities offered to students, our growth and out reach to build dual credit enrollment, and that we have a lot of current staff that are NICC Alumni.
The school's logo.
How they strive for accessible higher education to tribal members.
Yes
Delivering content and growing our enrollment during a pandemic
commitment to help our students succeed
Everyone's dedication to students and the communities we serve.
How much the staff is into providing the best education they can for the students.
NICC's cooperation with local communities and tribes.
Support to staff and students
Success of graduates, those continue their education and those that choose not to, but become contributors in the Tribal, community, national workforce.
Our connections with the students and their people

Being able to reclaim my language/cultural identity
Yes. Serving Native American Students.
collegial environment.
The family like atmosphere.
the college's ability to adapt to the changes in the world while maintaining its core mission.
Distance learning
Support given to students to achieve their goals.
Our connection to the communities we serve
The NICC team strives to help students and instructors to achieve their educational goals as well as mental health.
I am proud of our strong moves towards creating new and long needed positions in curricular support and archiving. Let's keep it going.
Our language being taught
To offer remote classes and aid with cost (tuition and books) as much as possible.
The graduating students - accomplishing the goal of receiving their associates degree.
How everyone who works at NICC truly cares about the students. No one is in the work for the money, the prestige, or other individualistic reasons. We all have common goals and support of our larger NICC community.
I am very proud of the growth we continue to take in making sure we are providing students the best possible education
NICC's flexibility during these challenging times, and its continued development and growth mindset using reflection and data to then make positive actionable change.
Local culturally relevant educational opportunities.
Everything-The staff, schools, students, educational tools, cultural acceptance and understanding, methods of teaching.
What am I most proud of? I'm proud we're acknowledging working in Indian Country as an institution of higher Indian Education. I think we need to be stronger in relating to the needs of our respective Tribal Communities, rather than deciding "what's best for them". We need to become a greater presence in each of our communities and I think we're on the way to doing so. It's been a lonnnng time coming. We're making progress so that's what I can be proud of.
I am very proud of NICC, not only because I graduated from here here, but because I received a good good education here. It is a good start for me since I want to go on for my bachelor's degree.
NICC is like a big family who looks out for and tires their hardest to care for everyone within the circle.
Yes I am very proud of NICC, and I hope it continues to support Tribal Nation building and cultural preservation.
that we have the opportunity to take classes so close to home

The support given to the students.
The students are offered many types of support.
Connection with high school.
The opportunities for students have been increasing every year.
That they are working with our high school youth to help them get college credits.
That it serves many communities and nationalities and treats everyone the same.
It is here for me and my community. It was the beginning of my educational career. They were very inviting and supportive of my not knowing or understanding how to pay for college. Also being a non-traditional student with babies, they welcomed them with me during class. Today I am working on a 2nd Masters. Thank you NICC!
I am proud it is tribally controlled.
NICC interaction with our Tribal communities
The college is committed to continually improving their serve and expanding the opportunities to its students.
A few things... I am most proud of the way older students are treated with respect and given the extra help when needed.
Their connection to the community.
gives native students an opportunity to get a educational career
I love how its a family atmosphere and we can try to help one another closer.
Success of graduates, those continue their education and those that choose not to, but become contributors in the Tribal, community, national workforce.
While I appreciate all the Educators at NICC, I'm most proud of the Native Educators that I've had. I have grown up learning/knowing about the struggles our people have went through. I've always known the "angry Indian" narrative throughout my life. Even being the "angry Indian" myself and growing up in a mostly Polish Neighborhood and being terrorized by the neighborhood teenagers calling me all kinds of names like Tonto, Mazola, Cornbread, etc., Walking back and forth passed my house making that ugly woo-woo-woo sound with their hands and mouths(and every time we drove down the streets), to jumping me or making me gladiator-fight their little brothers in a pit in the neighborhood bike trails we had when I was 7, 8, 9, and ten years old. I understood the "angry Indian" and eventually became one, and a little bit tough from my dealings with my neighbors. Ive known other educated Indians growing up but I was too busy being "angry" and getting my revenge physically as a teenager and young man. But to sit in these classes with Educators here at NICC and hearing the extensive vocabularies and to be able to talk about the way Native were treated and doing it so Intelligently and matter-of-factly and thoughtfully without getting my
NICC's commitment to the students we serve.
NICC rallies to treat students like family and often goes above and beyond to help their students succeed.

Phase II 2022FA open-ended comment responses to 'Q.5. Considering NICC overall, are you most proud of?' are provided below without modifications or changes:

Tuition cost!
I like that the college is very cultural related.
Their commitment to community and providing a process to create Change in Indian Country. Very Proud to be a part of that change.
College offers degree programs to Native American students
Just the ability for students to take classes and have the ability to learn freely
I'm most of the NICC employees.... staff, teachers' adjuncts. They all work hours and hours helping the students to succeed.
Dedication and adaptability to changing times by our employees and students.
The college has continues to provide quality post secondary education to the people despite the various challenges over the years.
I am proud of being in school and have great teachers
I am proud to continue my education for a Business Associates and hopefully for a BA. Proud to be a Pawnee Native woman reaching the age of 60 furthering my education so I can use methods or experience from what I have learned.
I just started school with nicc and am getting to know the staff and nicc
That they offered credits at \$1.00, it would not be possible for me to attend if this was not an option.
The staff is more helpful than used to be in choosing classes and helpful with a students needs
The culture that's put into NICC
Their kind employees.
I feel that NICC provided me with a well-rounded education when I graduated from NICC in 2019. I am very proud of NICC because of this. I believe I am well prepared to continue on with working on getting a bachelor's degree.
I am most proud of Learning from Native instructors who speak from the heart and do so almost excitedly about the subjects they are speaking on. Makes one Proud to hear that much knowledge and Love for what they know come frpeople that look you v
Being able to call myself a future NICC graduate.
The strong culture of togetherness.
I am most proud of is being around other students who I have something in common with and same backgrounds.
I am blessed to have seen the transition from our old college and taking my courses in the old building. Then we moved into the present college that is here today. I have been able to see our college graduates increase in numbers and also the accreditation, curriculum increase in size.
the feeling of community and caring

Given the size of the college, I really appreciate how we try to reach out, encountering cultural experiences throughout. Yes, we can always improve but the grass roots are there. Our staff are working hard to ensure the students of NICC have opportunity to succeed.
How well the teachers work with you.
I'm with the Pawnee college. I am proud of the communication between both colleges. And the staff and teachers encourage and support us with our educational journey
To be a part of the community
Its ties to the tribal communities that it serves.
Integration of culture and focus on health and mental health
I am proud our the teachers here at NICC. They have all been helpful and caring.
Student opportunities
The community they have!
The Native American based theme. It just makes it feel more laid back.
I most proud that I have a tool at my disposal to continue my education and show my children that knowledge is the only way to free ourselves from the chains of racial, social economic, and financial disparity.
Their inclusivity with staff, faculty, and students!
Just starting back to school after twenty years. Ask me a month or so.
I have to prove myself first with one class. Once I finish this one class to get full time student and further my education then I'll be proud of what I'm doing.
The comfortable atmosphere and communication I was able to have. With me being away from school for 20 years and a hectic schedule right now. I was helped to get my classes and start class comfortably.
No matter the issue, teachers and other staff always find a solution to any problem you may have. So much support and encouragement as well.
This question does not make any sense to me.
The opportunity to learn in a culture centered space
NIC employees are friendly and patient to help others who beginning working or studying here.
Being surrounded by other Native Americans in a classroom. I took Native History class with Professor Morris and it was such an eye opening and almost life changing for myself as Native American. I am most proud that I received that class from NICC.
I think I am most proud of the inclusion, diversity, respect, and overall variety of staff and classes. I am also proud to be a student starting at an open college. By saying open, I mean willing to include all student, taking each students needs into consideration, and the willingness to help everyone succeed. I am appreciative of the flexible, open, comforting and welcoming staff.
yes.
The building community and tribal empowerment for true sovereignty
Having online classes

I'm proud of our culture and language being taught at the NICC; especially since we are losing our ways. It's nice to know that we still have the opportunity to learn and earn college credits for it at the same time. I'm not currently taking the class, but I will in the near future. I'm looking forward to it.
the course/class schedule fitting perfect in my daily life.
I am proud that I am able to attend an Indian college
Giving me an opportunity to achieve my goal as a human service worker.
My mom is an alumni.
I have learned a lot from them.
That we are allowed to express ourselves and be heard. The instructors and advisors listen to what we want out of our learning experience.
I love the variety of classes offered
The community
Their family oriented atmosphere. With all my kids they're willing to work with me through whatever I need.
I'm proud of NICCs determination to ensure all students are able to pursue an education in a variety of majors/minors.
The professors taking the time to care for their students. They get to know their students and understand where they can meet them if something arises or to help them understand the material.
I am proud to be affiliated with a college that cares about their students and offers higher education with low cost to protect their students financial future.
How much effort there is going towards revitalization of traditional language and culture.
The open dialog between Instructors and peers.
I like how they are encouraging us who are not Caucasian to try and get a College Degree so we can learn to adapt in civilization. They are giving us the tools to succeed in our next steps as move forward to the future
That the teachers and the staff are very helpful and care about you. The staff is always kind and just wants to see you be successful not only in school but in your personal life as well.
the programs offered
I love that NICC offers AI/NA courses, especially courses in relation to my tribe (Umonhon). With elders passing, we are losing valuable traditions, teachings, and history, it's great that NICC has instructors who are knowledgeable and willing to teach others. NICC instructors also provide non traditional learning, making it more comfortable for some who have not done well within a strict colonial learning environment. NICC staff and instructors, I appreciate what you have done and what you are doing!
all the support they offer
I am proud of the engagement from other students in courses I am in.
Given the opportunity to get an associates degree. Put on the right path to continue moving forward a bachelors degree.

What I would have to say I'm most proud of here at NICC is the culture - taught by individuals who know it, live it and give it to us straight.
I am proud to be a student for such a great school. I love that I'm learning to navigate through work and home life and that I'm not the only one trying to make it in a white world. NICC has so much cultural teachings they implement unlike going to a non-tribal school. I am learning to face trauma we as a people have gotten passed onto us, in a positive way. We can all share about it in our classes, if we get to that point, and get different views from other people. I love that we take that and move forward. I really can see this school prosper into something great.
Culture is being recognized
that we are continuing to grow
The support and understanding from faculty
It's continuing growth of cultural involvement with academics.
the instructors and how helpful they are and the staff whenever I have questions
They help students to get their degree or goal achieved
They are very helpful with homework and the instructors are very respectful and understanding.
With how reliable the staff there are the experience I had with working with some of them.
The growth and improvements over the past 2 years.
How NICC continues to evolve and adapt to significant higher educational challenges.
I am proud of how culturally involved we are with several different tribes. Learning each other's history and traditions
NICC is expanding in many ways.
being able to proudly call myself a alumni
That the college is focused and geared towards Native students and is accommodating to the unique circumstances that our Native students face.
The language offered
That we attract as many students that we do. I think we're in the beginning phases of nation building and are 'feeling' our way. We're not there, yet. We need to strengthen employee orientations for anyone who comes to work at NICC, not just instructors, but everyone! They need to learn what nation building means to the people we all serve in higher Indian Education if we're to actually actualize nation building.
The culture that is incorporated into each course. The Native instructors teaching classes.
The answer to the last survey question is hard for me to answer as an online student. Overall I am most proud of the promotion of engaging deeper into one's culture.
I have just started attending NICC but I am proud of how the teachers and staff are there to help students succeed.
I am proud that I can attend college in my own community and it's something great that represents us.
It's been a minute since I been in school but I hear of the college all the time and overall it's improved a lot since 2016

the good variety of classes offered. I wanted more cultural education. I love that my classes are on line and i dont have to travel. the tuition is very affordable
To say we have our own college here on our reservations
The culture
Flexibility
I'm proud of myself for being an internship employee. And learned a lot and grew from my mistakes.
I am most proud of how the college implements indigenous knowledge within their curriculum and environment.
That they are trying to keep our omaha language alive.
The Umonhon language classes and all the classes that help our people learn trades so they can take care of their families.
The collaboration between its 3 campuses with staff and equipment. All are treated with respect and are valued as a student.
I really like the opportunities for learning our languages
At my time I soent with the NICC I noticed that everyone was so welcoming. They do their best to accomadate anyone and everyone. Everyone I have talked with at NICC has been amazing! You guys rock
i am very proud to be able to take classes and be a student here.
Proud that they are such a family based college. Especially when I have as many kids as I do. Overall happy that I was able to attend this college.
the ease of enrolling into classes and the staff professionalism
I like that students are able to think holistically and live responsibly and productively in a Tribal and global society while in college and after graduating at Nebraska Indian Community College.
NICC's rich culture and how everyone has to take a language and history of our peoples.
I am very proud that our community has a local college. Not too many Nations have this opportunity.
The staff are so helpful and dedicated to their students. Makes learning so much better. Love to see it
Educating me on my culture and traditions
The college bringing and helping Native American education.
thank you for the \$1 per credit.

### OPPORTUNITIES (What are our stakeholders are asking for)

The opportunities section focuses specifically on five areas of need previously identified by surveying the local community and various planning efforts. This section intends to

reinforce what stakeholders are asking for. Respondents were asked to indicate the level of importance with each statement pertaining to how the College implements these four Core Beliefs. Respondents could choose from Very Important (5), Important (4), Undecided (3), Somewhat Important (2), and Not Important (1). There are also two open-ended response questions pertaining to NICC overall.

The College has identified the following Needs through surveying the local community and planning efforts. Please indicate the level of importance each need has to you.

#### Q.6. Increase technology

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=82)	(n=160)	(n=233)
Very Important (5)	67%	54%	61%
Important (4)	29%	33%	32%
Undecided (3)	1%	9%	5%
Somewhat Important (2)	2%	4%	1%
Not Important (1)	0%	1%	1%

Results indicate a high level of IMPORTANCE regarding increasing available technology.

	2022SP	2022FA	2022 Aggregate
	(n=82)	(n=160)	(n=233)
Mean	4.44	4.61	4.50
Median	5	5	5
Mode	5	5	5

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding the level of importance they place on increasing available technology at NICC. The sampled respondents during fall 2022 placed more importance on increasing technology at NICC.

This indicates a high level of importance, and this is an area that we may want to focus on in our upcoming planning efforts. It is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

#### Q.7. Add Childcare

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=82)	(n=131)	(n=222)
Very Important (5)	54%	49%	49%
Important (4)	35%	45%	36%
Undecided (3)	9%	4%	9%
Somewhat Important (2)	2%	2%	4%
Not Important (1)	0%	0%	2%

Results indicate a high level of IMPORTANCE regarding adding childcare.

	2022SP (n=82)	2022FA (n=131)	2022 Aggregate (n=222)
Mean	4.19	4.40	4.27
Median	4	5	4
Mode	5	5	5

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding the level of importance they place on adding childcare at NICC. The sampled respondents during fall 2022 placed more importance on adding childcare at NICC than those during spring 2022.

One reason for the difference between the responses from spring to fall 2022 may be related to the increase in students with dependents, particularly single students with dependents in the fall 2022 semester. Self-reported data provided via applications is provided below:

Dependents by Marital Status	2022 spring	2022 fall
Married with Dependent Children	35	53
Single with Dependent Children	108	130
Total # of students with dependents	<b>143</b>	<b>183</b>

*\*Retrieved September 8, 2022, by Parisa Baker, Director of OIRPE from Empower, NICC's student information system, using SR/Q72 database query, Dependent status as self-reported via application*

In 2016 and 2021, NICC commissioned Wiya & Associates to conduct Community Needs Assessments and 'Childcare' was also referenced as a need with a high level of importance both times. In 2016, 89% of the 237 respondents indicated that childcare was the 2<sup>nd</sup> most important type of service needed. Additionally, lack of childcare was the 2<sup>nd</sup> most frequently cited barrier or challenge to attending college (n=61) and one of

the top 5 reasons cited for dropping out of NICC. In 2021, 91% of the 208 total respondents again indicated that childcare was the 2<sup>nd</sup> most important type of service needed. Additionally, childcare was the 2<sup>nd</sup> most frequently cited barrier or challenge to attending college (n=87) and one of the top 5 reasons for dropping out of NICC.

The need for adding childcare is of high importance to respondents in spring and more so in fall and could be explored as a possible method to reduce high barriers to completion students face when attending college.

#### Q.8. Add Transportation

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=82)	(n=96)	(n=226)
Very Important (5)	41%	63%	42%
Important (4)	37%	33%	39%
Undecided (3)	12%	4%	11%
Somewhat Important (2)	7%	0%	6%
Not Important (1)	2%	0%	3%

Results indicate a moderate to high level of IMPORTANCE adding transportation.

	2022SP	2022FA	2022 Aggregate
	(n=82)	(n=96)	(n=226)
Mean	4.14	4.07	4.12
Median	4	4	4
Mode	5	5	5

Using statistical analysis to conduct a comparison of the responses indicates there is no significant difference between participants in spring and fall 2022 regarding importance of adding transportation.

In 2016 and 2021, 'lack of transportation' was the number one most frequently cited barrier students faced when trying to complete their degree, according to the Community Needs Assessments conducted for NICC by Wiya & Associates.

While the need for adding transportation remains a pertinent issue for NICC students, the reduced importance placed on the need for this service compared to previous analysis, is a positive change. Adding transportation could still be explored as a possible method to reduce barriers that students face when attending college.

## Q.9. 4-year Degree Program

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=82)	(n=153)	(n=233)
Very Important (5)	56%	69%	65%
Important (4)	35%	31%	26%
Undecided (3)	6%	0%	4%
Somewhat Important (2)	2%	0%	3%
Not Important (1)	0%	0%	1%

Results indicate a high level of IMPORTANCE regarding adding a 4-year degree program.

	2022SP	2022FA	2022 Aggregate
	(n=82)	(n=153)	(n=233)
Mean	4.55	4.45	5
Median	5	5	5
Mode	5	5	5

Using statistical analysis to conduct a comparison of the responses indicates there is no significant difference between participants in spring and fall 2022 regarding importance of adding a 4-year degree program.

NICC is currently in the process of working to add a 4-year degree program for its students and efforts to move that process forward should be supported.

## Q.10. Workforce Development

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=82)	(n=94)	(n=231)
Very Important (5)	72%	100%	66%
Important (4)	23%	0%	29%
Undecided (3)	2%	0%	3%
Somewhat Important (2)	2%	0%	2%
Not Important (1)	0%	0%	0%

Results indicate a high level of IMPORTANCE regarding workforce development.

	2022SP	2022FA	2022 Aggregate
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	(n=82)	(n=94)	(n=231)
Mean	4.54	4.65	4.58
Median	5	5	5
Mode	5	5	5

Using statistical analysis to conduct a comparison of the responses indicates there is no significant difference between participants in spring and fall 2022 regarding importance of workforce development.

This indicates a high level of important and this is an area to focus on in our upcoming planning efforts.

Q.11. Consider the Identified Needs in the previous question; why are they important to you? (Open-Ended Comment)

Respondents were asked to respond using open-ended comments. The results for Phase I 2022SP and Phase II 2022FA results were grouped into the following topic categories:

Why are these needs important?	2022SP Count	2022FA Count
cultural and community assistance / enhancement / growth	6	6
eliminate high number of barriers to success	11	45
student opportunities	4	8
employability / employment opportunities	12	5
promotes student success and educational advancement	14	23
area economic development	6	-
promote growth within NICC	3	-
promote work-life-school balance	1	-
investments in our students	2	1
enhance positive view of NICC in community	1	-
just important overall	9	11
high number of virtual / online classes	-	3
hire more employees to reduce burnout	-	1
emphasis on technological improvements to remain relevant / competitive / tech is an investment	-	18

Phase I 2022SP open-ended comment responses to 'Q.11. Consider the Identified Needs in the previous question; why are they important to you?' are provided below without modifications or changes:

The community needs assistance to understand the importance of education but they also need to strive to complete educational levels.
I think are all equally important. We face so many barriers that many intertwine.
providing the opportunity to learn without having to worry about lifes struggles
Provide greater employability for our nations
to work for a better and stronger relationship not just for employees and also to students success
I would like to complete my bachelors degree, did not finish at the last school that was associated with then
Trade and economic development for our area is important
Those are things our students struggle with that restricts their ability to succeed. We should be offering 4 year degrees. Should have been able to offer 4 year degrees a long time ago.
The striving to make the Business Dept. a 4-year degree in hopes of achieving students to help with Tribal Nation Building.
Technology and enhanced offerings are important to me to be able assist our Nations and our students in reaching their goals.
Keeping up to date technology, with hopes to add more programs in computer sciences i.e. Video game design, IT security, Coding, Software Engineering, etc Having in house child care for students and possibly staff. Daycare space is limited, Our area Early head start has a waiting list, be a way for student to bring child with during class and pick up after. Transportation is a need, but NICC would need to add more man power to accommodate. Having a 4 year program will show growth in the college, and for workforce devel. develop more partnerships for student to do on site internships with area programs/businesses
More Indians are needed in the workforce to improve and increase the societal view of the community and the college.
I feel the work force is and will continue to be a very important part of society. Allowing people an opportunity to be able to be ahead of the curb when it comes to the work force, seem like it would be a very important course.
4 year degree program
paths to employability and rewarding careers
so students can attend their classes
Facilitate student success.
It is important for the students to learn life skills and prepare them for a good future...
These needs provide an arena for development that enhances the society as a whole.
Those are the topics needed for NICC to grow and improve.
Nicc becomes a resource for students who don't have alternative access to daycare or transportation
Awaken the students that when in the "workforce" they not only represent themselves but their communities and culture.
Our students need them to progress
Finding a reliable daycare is challenging, which makes it difficult to devote my full attention to my job and school. Advancing technology is critical, especially due to COVID. Workforce development (connections to future careers) and bachelors programs are absolutely necessary, in order for my community to prosper.

They help in serving the NICC students better
It would help students from dropping the courses they have registered for.
Because these problems are all problems that students have which keeps them from coming to class and being successful.
The college, like all institutions of higher learning, should be a reflection of the needs of the community. However, at times, the perceived needs of the community do not align with enrollment in certain classes and programs. Therefore, bridging the gap between community perception and student action is very important.
Potential for growth for the college and people.
We have to find ways that the NICC degrees take students to a new level of employment or measure the degree creating a more stable employment.
In order to grow we need to offer childcare and four year programs
Education needs to benefit the student for future jobs in order to benefit the family and the community in which the student lives.
Our students' biggest access needs are childcare and transportation, and childcare can be done in a way that invests in language and culture ... if we do it right. Let's do it right!
4 year degree and employment
Students and members, should receive technology education opportunities to begin their careers, maintain, and advance to be marketable in today society. The college is accessible for Omaha and Santee tribal members, and moving from a two year degree to a full pledge four year program is a great opportunity for many and hopefully for members who live off the reservations. Many people need childcare and transportation in order to attend school if this is still a need backed with current data.
To get students job ready.
Several of the items mentioned are available but they may not be for a wide range of hours, available consistently, or the need is bigger than the availability. We know these are barriers above for our students and also often negative views in the community of NICC. Sometimes it's not just what we're doing- it's if people know we're doing it.
It is important to provide transportation and childcare if possible, so students don't have basic needs that aren't met to attend college
The best technology needed to produce quality and accessible online courses.
Students suffer because of these things.
Because that means we meet the students where they are and the communities they come from. Many times, tribal people get jobs but are often unprepared to do perform them. Ex: Casino customer service has been a great need for a long, long time. NICC held ONE session only. And that was shortly after the casino opened in the early 1990's. After that one time, no further effort was made by NICC to continue on-going training, which I believe is definitely needed. There are other examples of running a tribal business for profit. This is something that maybe the Business Admin. courses could consider.
I believe these needs are important to all students and to future students of NICC.
Many of our students have to travel some longer distances to work. Many are working full time to support themselves and families along with following their educational goals. If they had work opportunities closer to them, they may become more successful students. Those work

opportunities may need to include the employers willingness to allow hours during work for education without penalizing that student. Maybe grade goals somehow coincide with work goals.
Those are the things that I like to see.
I feel we need to continue to strive to improve our retention, childcare and transportation are concerns that are frequently brought up by students. We also need to continue to work to ready our students for the workplace and work to assist the communities we serve in developing local business.
teaching the students life skills, the very basic stuff like getting to work on time, etc
Tribal communities are one of the poorest today. The history and trauma faced by many Native Americans and the past has great impact on the economic development of many tribal nations.
It is the main issues people living on reservations deal with on a daily basis.
Help place students into jobs to go a successful!!
Eliminate barriers
I think anything we can do to better someone is always important.
Many Native American communities have been set back because of the assimilation process; any help is much needed.
they are within our comfort zone...home
They are important to allow for raising the overall education level of the community. Daycare and transportation removes some of the roadblocks to attending class. A four year program would beneficial to those who cannot uproot to attend else where. Job skills are very important to community development.
Without a workforce, our community will shrink to nothing.
Tribal members need jobs that they can advance in, both by advanced learning and job experience.
Work force prep is and will increase to be more important.
Sometimes students need extra help or transportation to further education
Education, skills, attitudes that empower our communities.
Students often need some encouragement to help build self confidence. NICC hosts some tremendous leaders and what a better way for them gain knowledge than from their peers.

Phase II 2022FA open-ended comment responses to 'Q.11. Consider the Identified Needs in the previous question; why are they important to you? are provided below without modifications or changes:

The community needs assistance to understand the importance of education but they also need to strive to complete educational levels.

I think are all equally important. We face so many barriers that many intertwine.
providing the opportunity to learn without having to worry about lifes struggles
Provide greater employability for our nations
to work for a better and stronger relationship not just for employees and also to students success
I would like to complete my bachelors degree, did not finish at the last school that was associated with then
Trade and economic development for our area is important
Those are things our students struggle with that restricts their ability to succeed. We should be offering 4 year degrees. Should have been able to offer 4 year degrees a long time ago.
The striving to make the Business Dept. a 4-year degree in hopes of achieving students to help with Tribal Nation Building.
Technology and enhanced offerings are important to me to be able assist our Nations and our students in reaching their goals.
Keeping up to date technology, with hopes to add more programs in computer sciences i.e. Video game design, IT security, Coding, Software Engineering, etc Having in house child care for students and possibly staff. Daycare space is limited, Our area Early head start has a waiting list, be a way for student to bring child with during class and pick up after. Transportation is a need, but NICC would need to add more man power to accommodate. Having a 4 year program will show growth in the college, and for workforce devel. develop more partnerships for student to do on site internships with area programs/businesses
More Indians are needed in the workforce to improve and increase the societal view of the community and the college.
I feel the work force is and will continue to be a very important part of society. Allowing people an opportunity to be able to be ahead of the curb when it comes to the work force, seem like it would be a very important course.
4 year degree program
paths to employability and rewarding careers
so students can attend their classes
Facilitate student success.
It is important for the students to learn life skills and prepare them for a good future...
These needs provide an arena for development that enhances the society as a whole.
Those are the topics needed for NICC to grow and improve.
Nicc becomes a resource for students who don't have alternative access to daycare or transportation
Awaken the students that when in the "workforce" they not only represent themselves but their communities and culture.
Our students need them to progress

Finding a reliable daycare is challenging, which makes it difficult to devote my full attention to my job and school. Advancing technology is critical, especially due to COVID. Workforce development (connections to future careers) and bachelors programs are absolutely necessary, in order for my community to prosper.
They help in serving the NICC students better
It would help students from dropping the courses they have registered for.
Because these problems are all problems that students have which keeps them from coming to class and being successful.
The college, like all institutions of higher learning, should be a reflection of the needs of the community. However, at times, the perceived needs of the community do not align with enrollment in certain classes and programs. Therefore, bridging the gap between community perception and student action is very important.
Potential for growth for the college and people.
We have to find ways that the NICC degrees take students to a new level of employment or measure the degree creating a more stable employment.
In order to grow we need to offer childcare and four year programs
Eduation needs to benefit the student for future jobs in order to benefit the family and the community in which the student lives.
Our students' biggest access needs are childcare and transportation, and childcare can be done in a way that invests in language and culture ... if we do it right. Let's do it right!
4 year degree and employment
Students and members, should receive technology education opportunities to begin their careers, maintain, and advance to be marketable in today society. The college is accessible for Omaha and Santee tribal members, and moving from a two year degree to a full pledge four year program is a great opportunity for many and hopefully for members who live off the reservations. Many people need childcare and transportation in order to attend school if this is still a need backed with current data.
To get students job ready.
Several of the items mentioned are available but they may not be for a wide range of hours, available consistently, or the need is bigger than the availability. We know these are barriers above for our students and also often negative views in the community of NICC. Sometimes it's not just what we're doing- it's if people know we're doing it.
It is important to provide transportation and childcare if possible, so students don't have basic needs that aren't met to attend college
The best technology needed to produce quality and accessible online courses.
Students suffer because of these things.

<p>Because that means we meet the students where they are and the communities they come from. Many times, tribal people get jobs but are often unprepared to do perform them. Ex: Casino customer service has been a great need for a long, long time. NICC held ONE session only. And that was shortly after the casino opened in the early 1990's. After that one time, no further effort was made by NICC to continue on-going training, which I believe is definitely needed. There are other examples of running a tribal business for profit. This is something that maybe the Business Admin. courses could consider.</p>
<p>I believe these needs are important to all students and to future students of NICC.</p>
<p>Many of our students have to travel some longer distances to work. Many are working full time to support themselves and families along with following their educational goals. If they had work opportunities closer to them, they may become more successful students. Those work opportunities may need to include the employers willingness to allow hours during work for education without penalizing that student. Maybe grade goals somehow coincide with work goals.</p>
<p>Those are the things that I like to see.</p>
<p>I feel we need to continue to strive to improve our retention, childcare and transportation are concerns that are frequently brought up by students. We also need to continue to work to ready our students for the workplace and work to assist the communities we serve in developing local business.</p>
<p>teaching the students life skills, the very basic stuff like getting to work on time, etc</p>
<p>Tribal communities are one of the poorest today. The history and trauma faced by many Native Americans and the past has great impact on the economic development of many tribal nations.</p>
<p>It is the main issues people living on reservations deal with on a daily basis.</p>
<p>Help place students into jobs to go a successful!!</p>
<p>Eliminate barriers</p>
<p>I think anything we can do to better someone is always important.</p>
<p>Many Native American communities have been set back because of the assimilation process; any help is much needed.</p>
<p>they are within our comfort zone...home</p>
<p>They are important to allow for raising the overall education level of the community. Daycare and transportation removes some of the roadblocks to attending class. A four year program would be beneficial to those who cannot uproot to attend elsewhere. Job skills are very important to community development.</p>
<p>Without a workforce, our community will shrink to nothing.</p>
<p>Tribal members need jobs that they can advance in, both by advanced learning and job experience.</p>
<p>Work force prep is and will increase to be more important.</p>
<p>Sometimes students need extra help or transportation to further education</p>
<p>Education, skills, attitudes that empower our communities.</p>

Students often need some encouragement to help build self confidence. NICC hosts some tremendous leaders and what a better way for them gain knowledge than from their peers.

Phase II 2022FA open-ended comment responses to 'Q.11. Consider the Identified Needs in the previous question; why are they important to you? are provided below without modifications or changes:

Consider the Identified Needs in the previous question; why are they important to you?
The single most important thing that needs to happen at the NICC by my reckoning is to hire more staff so that the existing staff doesn't have to wear so many different hats. People get burnt out and productivity plummets. This would take more financial resources up front but would pay for itself down the road.
I think the increase in technology is important because a lot of student take virtual classes.
They are vehicle to support and Make this opportunity possible. Remove as many natural obstacles as possible.
<ol style="list-style-type: none"> <li>1. Technology is the new way of doing things and it is important to keep on top of increased and new technology.</li> <li>2. Childcare and transportation needs to be supported by providing the needed services to the students without barriers in attending as they attend classes.</li> <li>3. 4-year degree program. If a 4-year degree program is offered, it would provide students the opportunity for a perspective to achieve a two-year degree (Associate) but also a bachelor's degree.</li> <li>4. Workforce Development.</li> </ol>
I think it's important for students to have the best possible experience when classes are offered
Needing childcare and transportation is particularly important for those that must leave home. But with Increased technology and being able to earn a 4-year degree can be that important goal.
It is what the community and our students have conveyed to me most often.
Technology is always advancing and workforce development helps our students to prepare to meet the needs of the Tribal community
I think they are very important to me because then we are able to get to the building to do school.
Where I live it is hard to have excellent internet service and can only use 2 devices at times or it will freeze up.
I often had transportation issues where I was not able to make it to in-person classes.
I'm going to school online. I'm learning online schooling and support the process.
Gas is expensive and four degree would be great to have.
I am a special needs student
Developing a 4-year degree program seems to be a much needed resource for the communities we serve here at NICC. And by building up our Workforce Development department and it's capacity / capabilities we can provide the full breadth of resources to educate our communities and help them elevate their earning potential through well-suited positions and increase their overall quality of life which can impact their future for generations.

<p>These identified needs will give a student the help and reinforce them to continue on with their education.</p>
<p>Its good to access to job training, search, resumé/cover letter help and even help with technology(laptops tablets, phones), basic tools, boots, interview clothes. Some are coming from difficulties and or lifestyle change and need these kinds of help.</p>
<p>I would like to see a 4 year degree in early childhood education/school aged teacher.. This would be perfect instead of transferring to another school.</p>
<p>increase in technology because technology is growing fast within the world. child care is important because there are many students in the same classes as me who have kids. Transportation is important because learning in person is better than learning virtually and some classes are needed to be in person for the best learning experience. Most 4 year degrees arent affordable and/or flexible and with the learning styles it is important to be able to learn the same way. being unemployed while trying to go to school is difficult so its good to have many job opportunities for students especially if it benefits them in getting them to where they want to be.</p>
<p>Technology is a key need in todays economy, it has become a standard, yet we are without. We can't provide for ourselves without first providing for the child, hence childcare. They gave me affordable housing, but far from society and any businesses and the bus doesn't come around anymore, transportation please. A 2-year degree was gold 10 years ago, the 4-year degree barely gets by these days, but it's better than a 2. If all else fails and degrees burn, then I'll need to be a force at work just to make enough to afford getting to work. So it would be wise for the workforce development. -Jiah Marks, Future Something Else</p>
<p>Technology continues to evolve, so important to invest and get better technology.</p>
<p>All areas that have been listed are needed to be looked into and addressed upon. Our people can progress greatly with their education if all of these areas were looked into. Each factor has its role that it plays.</p>
<p>These ae things to help us keep our students in school. They refer to these issues often.</p>
<p>Often students have young children and have daycare needs or bring them with them. This tends to be a distraction for the student. A reliable place to take children may alleviate some stressors so the parents have to opportunity to focus more on the studies and less worrying about childcare. Much of our learning opportunities have now taken the form of online in some way, shape, or form. Working technology has to be a priority for our students to be able to succeed. 4 year degrees would open doors to many. With young families it is very difficult for our students to further at other colleges. Students need to have direction on how they can best utilize their education to fit their interests to have successful careers.</p>
<p>A 4 year degree would help a lot of people out and help boost education.</p>
<p>It's difficult to focus on schoolwork when reliable, trustworthy childcare is unavailable. It's also difficult to find a career path or another four-year program after obtaining an associate.</p>
<p>Technology in this day is important in todays economic enterprises. Some tribes have members that are struggling to get running water. I want to see tribal nations and their members have the all tools available to succeed in their home, workplace, and traditional communities.</p>
<p>I think to offer a compete all around system that is setup will help attract future students to your campus</p>

I'm case someone don't have a babysitter for their child while they come to class, or transportation someone can help with them
Childcare, 4 year degree program and the workforce development would/could benefit me attending college.
I think more technology should be available to rent or after hours.
Transportation would help with attending in-person classes and events.
Childcare is most important as I only have one sitter for my kids and she gets burnt out. I also would be more than thrilled for NICC to have four year programs.
Keeping students from attending class
I have 2 children of my own and if they added child care that would be so amazing!
Some people dontxwant to go to college at all. They would rather start a job. Or go to college at a later time. It let's you know we have options.
It is important that natives have all added barriers that discourage higher education placed with importance so that everyone can accomplish their goals.
Increased technology is important not only for the Macy community, but all the communities that are served by NICC and their governments. Majority of information has become available online and limited in person. Technology will also assist in getting the education to students who may not consider school because of their rural location. Childcare is a need for everyone. Parents can't better themselves if they do not have supports. Transportation is always a need in rural areas as well as workforce development!
These days we are a world of technology so I believe we should always increase and stay in the loop.
Need to expand the South Sioux City campus and helping with transportation and childcare is a plus. That is one area I couldn't finish my education. No help with kids and transportation issues.
I have a 6 year old son, finding a reliable sitter is very difficult. I travel to Wyoming very frequent and it takes a toll on my vehicle, at some point I will be needing to get new vehicle.
A lot of the students are the grown adults that are coming back after working and raising children. A lot of them don't have transportation or child care for them focus solely on class.
Because I would like to continue my education after I receive my Associate of Science degree and I would like to be led in the right direction for some employment opportunities.
I would like to stay online as much as possible. The closest partner campus is over an hour away.
They are important to me because thanks to them I learnt a lot as well as to open my mind via increasing technology.
I answered very important to the things that are vital for me. I do not have children nor do I live there on campus, so none of those pertain to me. I still think they are very important to those that meet those standards. Since I live in another state, increasing technology and moving to a four year degree program would be the next big thing to do for an Native American college.

<p>Considering I wanted to be able to complete my degree in one location, I think it's important to take a 4 year program into consideration. For me, I don't want to leave the area I am in, nor can I afford to pay more for college than I am here. I like that NICC is open to all students needs and accommodations, and I would prefer to complete my degree through this school. I also think workforce development is important because it allows student to get comfortable and prepared in a position they may not have much experience in.</p>
<p>i think they are important because in the long run they could somehow, somehow affect you in a positive way.</p>
<p>Getting to class on time and getting help from my instructors</p>
<p>I think all of the above are very important because not everyone has access them or the support, they need in order to start and finish school. They're all barriers in our community and I think a lot of people are discouraged for those reasons.</p>
<p>Having all those as a resource makes it that much easier to succeed with a degree.</p>
<p>I feel the college does offer to help when they can and does strive to provide all they can.</p>
<p>Giving our people an opportunity to achieve and pursue something that they've always wanted.</p>
<p>Better and the latest technology helps everyone and get them the training they need to use it. Childcare because if I didn't have someone to watch my girl be able to attend. Transportation helps because not all of us have a car.</p>
<p>I would say it depends if that particular student wants to do a 4 year degree or not. Other wise I don't know what else to say.</p>
<p>There is always a need for all these items but I personally would be proud to graduate with a bachelor's from the college I started at that was in my community.</p>
<p>I always thought it would be cool to have the opportunity to get a higher degree in Santee</p>
<p>During the Pandemic, there were a lot of people who struggled without jobs, the 4 year program could help a lot of students or people like me who would want to continue to pursue their educational careers.</p>
<p>We are a technology dependent world and need to be able to provide updated advances to the students. 4 year degree programs would benefit many students and this path can begin through ACCA.</p>
<p>Technology is the now and future as it is always evolving so should our knowledge of it. I also feel that Knowing there's a great possibility that you can be placed into a career that you are working hard To educate yourself for would be a great asset and relief.</p>
<p>I really would like to go on and get my 4 year degree that is really Important to me to get more opportunities in the workforce and open doors and avenues I may have not pursued before getting my degree. I feel like childcare is so important I am a mother of four children it can be tough trying to make classes when you don't have childcare or sometimes you have to miss class because you don't have childcare, making it harder to obtain your goal of graduating college.</p>
<p>Better welfare</p>
<p>Technology is growing daily, parents shy away from college due to no child care, alot of families in our community dont own a vehicle, we are always in need of jobs, and a four year degree is much needed for local students.</p>

With the remote access technology and it would be nice to stay in a family setting to obtain a 4-year degree. I may not go on just due to the uncertainty.
Everyone has his or her own hardships in life, helping in these areas will help a individual succeed.
You need all of this to help you be successful in school.
to help the students accomplish their school
As mentioned in a previous answer, the offering of a non traditional learning environment is quite helpful and appreciated at NICC. When a NICC student graduates and moves on to a 4 year college, they may realize the new learning techniques are more colonialized, too structured, to where the student may not be as successful at reaching their academic goals. Technology, I feel is important, students will need the tools to learn and be knowledgeable of utilizing technology in the workforce. Technology also helps with those who are not able to attend in-class sessions. I am not able to honestly answer regarding childcare, transportation, and workforce development since I do not need those services and utilize on-line courses.
to help the students
I think they would be very beneficial to students on campus and improve campus involvement overall.
Sometimes individuals without a vehicle need a ride to the campus if they do not have the option for online classes.
I think they are important to keep us competitive in this modern world.
Na
Technology is ever-changing. And expanding and adapting in that area will help make/keep NICC thriving and adapting to whatever the future holds. Child care and transportation and technology are HUGE for accessibility, and that is a major concern and hurdle for students to overcome. Developing 4-year programs would be a great benefit, but the combination of higher degrees and workforce development will continue to provide opportunity for NICC students
We need more opportunities on the reservation as there are limited resources
not just me but maybe to other students.
Having knowledge in a vocation is always important to any individual
Childcare would be nice for students and also transportation to and from class would be so helpful.
most likely these are the aspects that need more improvement
I live in a rural location and the only internet we can get is satellite and it is very expensive. I have a 5 month old son and daycare is needed to attend class and work. I would like to get my associates and then my bachelors.
I already have an associates and I need a bachelors degree.
I have my own baby that I need help with daycare.
Because I personally think they lack these things in which people need and I believe it's crucial to have these so that all students can have a fair chance at success
A 4 year degree program can help the college get bigger and better more than anything else.
so more people can be educated.

Technology adaption is necessary for survival of both the college and the communities it serves.
As a single mother I have struggled with childcare while I attended classes, it was and has always been a struggle in the working community.
A person needs stability in their lives they need transportation, child care and employment.
more culture Awareness
It is in every daily parts of
As a tribally enrolled member, these issues are vitally important for our students to receive the best education our college can bring. Educated Native People can then develop and implement strong nation building tools for themselves and thereby strengthen tribal sovereignty. Without access to these resources then we only pay lip service to serving our tribal communities, educationally.
Developing workforce develop is important so the students can know what to expect in their job.
Technology is everywhere and improving at a face pace. We need all of the most recent technology to succeed at college and prepare to further our education. Childcare is important because most nontraditional students have families with children.
Childcare prevents a lot of single parents from pursuing further education. A 4-year degree program is very important for because once I complete my 2 year I would love nothing more than to stay a part of NICC. Workforce development is important for the younger census who may not have work experience before now and I think anything to set them up for further success would be beneficial.
I think that by increasing technology, more classes could be offered online. For me, I HAVE to do classes online because I have to work full time to support my family. It Would also be nice to have 4 year degree programs especially for nursing. having those types of classes closer than having to drive to Norfolk or Omaha for classes.
Adding transportation can help with group assignments when the drive is so far and it is dark and people cannot see. It also gives people a job to be the driver.
They are important in helping us get to class and attend community activities.
To be comfortable with going to school
Child care is hard to find, no reliable people. I have my own transportation but I see others who don't have reliable transportation struggle making it to class.
technology is important for the future. I dont have children, but i know other students need it.. 4 year degrees are in demand for most jobs. workforce development is vital for planning how to get a good job.
I have children and at one part of my life we had no Transpotation
Some people cannot afford to get a 4 year degree at a different college , and at times our young mothers/ parents need help and support with childcare and transportation to succeed
To make sure I'm on the break with up to date specialties needed for my work
A daycare at each campus would be great for students and faculty with kids to use, but also for early childhood students to get hands on experience learning skills.
They are important because some people will come into those barriers and it will discourage them from continuing there education or trying to apply

As families are being required to seek more and more ways of earning an income and utilize all means of resources, we must consider ways to offer the best education and workplace tools we can. Use of technology is required in practically every area so students need the ability to keep abreast of up-to-date trends in order to survive and thrive.
helps organizations become proactive in approaching potential issues before they become actual problems.
I believe all of these needs are important because it would improve the longevity of the community. We would thrive if the students felt entirely supported.
Do to the high rate of poverty here in Macy, most people lack income for technology, childcare and transportation needs. Also, we wouldn't have to travel far to complete a 4-year program.
Child care is very important a lot of the young parents have a hard time finding reliable childcare.
because our community needs to cultivate our future leaders and only way to do that is if we catch up with the technology.
Child care would be nice if it were on site and or free elsewhere in town.\
the added child care, transportation & 4 year degree would give the opportunity for higher education to more students who wouldn't otherwise be able to attend
When it comes to a 4 year degree I feel like it would be important when coming and being able to remain at one college throughtout your years at NICC.
Because not everyone has a support system. When you have no one and nothing.
They are important to me because I live close to 2 of the 3 campus. It would be nice to be bale to have my kids somewhere I can trust who is watching them.
there are a lot of tribal members who do not have a vehicle to get to classes, no daycare to complete there GED or continue on in a two year program. These two areas of need would greatly help our community
I feel they are needs in this 21st Century and time that we are living today.
The technology is very important to me because once our students leave from here to pursue his or her career, having training in the latest technology is what's going to make the difference when competing with students from other colleges, and give them confidence to not give up.
With the high poverty rate in our community (Macy) many lack childcare, transportation and technology needs. Also, having a 4-year degree program here would be beneficial as we wouldn't have to travel for that degree or those who are striving to seek a 4-year degree and have no transportation would definitely benefit from a local program.
They are important because they're apart of life outside school
I have enjoyed the college through the semesters that I've attended so far. I was able to see and be apart of meetings and gain experience through internship. I dont want to leave. Lol! I wished it was a four year college.
Helping Indigenous people get jobs.
4 year degree program is needed

### Q.12. How can NICC better meet the needs of our students and community? (Open-Ended Comments)

Phase I 2022SP open-ended comment responses to 'Q.12. How can NICC better meet the needs of our students and community?' are provided below without modifications or changes:

Start with the Junior High and High School students to have a vision on what they want in life, what they can accomplish and make them a better community contributor.
Get in the local schools and collabrate and have a college fair, come and recuit come and speak to students.
centering its efforts on keeping the alumni engaged for continued improvement
Campus based Student activities
reach out to student and improve workflow to the employees that has a work connection with students
The sincere display of respect. There are two different cultures making an effort to work with one another. One is not the other.
To provide the 4 year program in case some others besides myself need to complete.
Community trainings
Help eliminate barriers like transportation, strong internet connection, child care. Increase degree and certificate programs available.
By having more flexibility for course offerings for students (AM, PM) (online, face-to-face) when possible and to continue with life-long learning opportunies.
Four year programs, nursing programs, teacher education programs, and additional vocational education programs.
providing on site childcare, build internships partnerships and build a Computer Science programs, as we use tons of technology, we should have a program that can help student build their skills and interest.
Perhaps a page on the NICC website or Canvas Student Orientation that provides an annually updated listing from the Occupational Outlook Handbook (OOH) provided by the Bureau of Labor Statistics that would show students trends in the labor force of the country and help guide them into the in-demand careers rather than just jobs.
I don' t personally don't know of anything extra the school could be doing as of right now.
Not sure
stress soft skills that our students will need in the workforce
listen and follow thru
Consistent policy and procedures with focus on how we are serving the needs of the communities we serve.
Surveys will indicate the need for future workers in the area as well as nationally for better jobs and and a better future.
4 year degrees would be of great assistance
Reach out to Dual credit students, increase the number of High Schools that have dual credit with NICC. Continue community cooperation.

More after hour support
Have sessions on each campus during the semester for roundtable meeting for students to discuss their successes and what help they need. The discussions need to be from the students not directed/steered by college personnel, only aided by college personnel.
By continuing to be involved in their lives
Professional development opportunities (Native languages, cultures, histories) for NICC employees and PK-12 teachers in our surrounding communities
increase student participation and engagement in classes including online. Make connections between the current job, career plans, present education plans and internships.
By fulfilling the above Likert scaled options
Provide childcare and transportation.
As NICC evolves with technology and continues to keep students learning in a safe COVID free environment, we must not drift too far into the virtual-scape. Keeping students and community members on our physical campuses by offering courses and events is critical to hold the cultural connective tissue in place.
Continue to listen to the people and nation building.
I think that it is important to raise the bar of earnings with education to help reduce the amount of poverty on the reservation.
By offering what is needed by the student and the community.
We can continue to strengthen our programs so that College career pathways are strengthened in the areas that attract the most Tribal member faculty and staff.
Engage with the community. Have Native role models in upper management and sitting in those authority positions. We lag in showing what the degree can do. Real life display of what your education can apply to them
When classes are offered but there is lack of people not taking the class rather than simply state "we offered but no one signed up" but go to the source and find out why. In order to make things better - look at what is not working then apply your strengths to aid in identifying solutions.
Demanding more from our students. Achieve higher standards (being on time for class, attending class, and make an excuse to be in class / not one to miss class).
Connect with local providers to expand hours, access, and other items. We have some connections but our coordination could improve to not be doubling efforts but rather coordinating. This can be really difficult when we're split amongst 3 campuses and 1 additional location.
Continue to look for creative ways to help students
Addressing community needs would assist students in their academic journey. Being the cultural and academic center for our communities would benefit all.
Keep listening to the students. Follow thru with their comments. Assessments every semester.
Attend traditional activities when they occur even without waiting for an "invitation". NICC becomes more visible and employees are seen as "approachable". Otherwise, we are seen and become the "reservation of education". All Staff need to receive training in cultural awareness and acceptance; particularly when they first come on board. When students see instructors and other staff it makes NICC look like they are supportive of the respective communities they serve.

Plus, it's a good reminder to instructors and staff they are working in a Native American Community. The teaching goes both ways.
I believe NICC is doing a good job now. It is up to the students to complete their studies here and get their diplomas.
Students need access to functional technology. We are getting better but still have work to do. They also need to have work access with childcare options to help them navigate family, work schedules and educational goals.
Continue to attract and graduate more students, advertise more, offer 4 year bachelor degrees, offer online degree programs, offer more than 8 degree programs, and most importantly grow the economy.
Ask and listen to what students and the community is identifying as their needs. Prioritize these needs and make annual plans to begin the process of meeting these needs.
work with the different tribal programs and offer different seminars
They are doing a beautiful job, and there is always a need to keep an open mind to what has happened in the past. How does one mend the hurt and let the tribal citizens know that it is fine, now, to be happy and pursue their dreams.
Support, understanding to their unique situations, and guidance
Continued communication.
Dormitories or student apartments for on-campus housing. Little Priest has this available.
publish your semester course offerings in local newspapers and post on general social media I don't want this to sound mean, but I have been told that parents are afraid to have their kids take classes on campus at night, so an increase in campus security might put those fears aside
I am still sort of new and would like to get more of my students involved in taking college credit courses and I could sure use some help.
Reaching out to all tribes, giving them the opportunity to be a part of NICC, assisting in any way possible to see our students succeed. Many did not have parents or guidance and this opportunity may give them that hope and inspiration to complete their goals in education.
not sure
I believe the need for continued assessment and help find a path in an ever changing economy and world.
How are we addressing the H3 jobs for Northeast Nebraska?
Hold an open forums with high school students and their parents, our current students, and elders (one group at a time) to see what their needs/concerns are, then adjust our strategic plan to address these
on the job training
I don't believe I have an answer for that.
Get more involved with the public school
Better communication. Make sure we do something well before we grow. Stay focused on our core mission.
Many of our students are working fulltime, have families and managing their studies. Access to working technology is huge. They need to be able to access the classes and navigate them. Often technology is a problem. We have come a long way but still have work to do. Having adequate

housing and childcare is often an issue. How can we meet housing/childcare so the student can focus more on their studies and less on worry.

Phase II 2022FA open-ended comment responses to 'Q.12. How can NICC better meet the needs of our students and community?' are provided below without modifications or changes:

See above comment.
I think the college is doing good so far and there's no need for improvement.
If there is a workforce development needed that is identified then there should be specific objectives to be achieved by the program such as training, course work, certifications as well as actually assisting students and community to gain and keep employment and not just a list of open jobs.
Just continuing to develop programs at a value.
Good question, we can all say what needs to be fixed but the important answer is how???? I think NICC is doing everything they can right now
Continual training and communication with our respective communities.
Offering programming relevant to jobs that are generally available in the communities (Santee/Niobrara & Macy/Wathill)
Just keep working hard
Internet is expensive when you are on a budget or low income.
I think they are doing great. I am not good with technology and they are willing to help with what I need
Answer emails in a timely manner
I think it is doing a great job now
I believe NICC is doing very well in meeting the needs of our students now. The students are able now to voice their opinions and voice their needs.
More opportunities mentioned above.
Remember who you are, where you come from, and let's look where we can be together. We ALL have been pointless as independent beings, we all need each other more than we can explain. There is energy in a room with one, but when we gather as one, we are energized. Pay attention NICC.
N/A
To stress life skills, college life also.
They are continuing to build themselves into a position of strength. They continue to have surveys and community meetings and collaborate with students and communities to meet the needs that are brought to NICC.
As we work toward success, our students need to have accessibility to childcare. How can we work collectively with the community to provide those services needed?
Doing well.

Recruit childcare providers to advertise at the college or partnerships with local childcare centers. Better career planning and assistance with transferring to other four year universities if NICC doesn't offer a four year program.
Keep the program affordable so everyone that desires to further their education can succeed. Mentorship and open communication in important and learning how to navigate difficult conversations.
By always being available and at needs of the students
It's good
Nothing i can seem to think of.
I would like some place to study such as a library would be nice.
Childcare, counseling, supports that would help focus on school.
Having a four year program and help with childcare
Do not dip below industry standard to compensate for students
I think being able to meet in person and not always through email@,
In not sure I'm online classes but I guess these surveys are a good way to get info
I feel if there is a bigger presents in native country of education programs it will help natives see the oppurutinities in their areas.
Perhaps a mandatory orientation for the online platforms and programming as part of a student's first semester even if they are not taking online courses. Everyone's lives can change due to circumstances, they may end up needing an online course to fit their schedule or the college offerings.
I am not at liberty to say because I just began my experience with NICC
Reaching out and actually going to homes and talking to them on a one-on-one basis.
Provide childcare assistance and gas assistance when needed.
Childcare and transportation
I think that NICC does very well with this already, thank you.
I don't live within the community, so I do not have an opinion.
NICC can better meet the needs of our students and community because everyone at NICC treats equal, no distinguish race, sex and level.
Keep that Native sprite. Its awesome to go to a college that is all about it.
I think they can meet the needs of student through taking the feedback into consideration and bringing the issues up amongst those who have control over these circumstances. I also think that a survey like this one is a great start, and shows that NICC is overall willing to improve for their community, which I think is a big jump into what could come.
I think everything is fine the way it is, i'm new so i have discovering to do. lol
Continue to empower the youth, offer certification classes for trades also to rebuild communities
Giving rides, sell breakfast, lunch, dinner, and coffee
I think NICC does a really good job at what they're doing now but there's always room for improvement.

Maybe having more events for college students and their families. Activities for students to active in for incentives of snacks, household items, hygiene products. In sessions for students to participate
keep doing what they're doing.
NICC can have a cook out to bring people together and encourage their family members, friends, co workers etc to come and join our team at NICC.
Just what you're doing now with these surveys. Asking questions and getting feedback.
Not that I know of.
Make it a four year degree program offering housing, childcare and transportation as well as all that is provided now and I say hurray!
Rental laptops for homework? I have my own so I guess idk if y'all provide this service or not
Transportation, some people might not have a car to get to their classes and I honestly think that having transportation would meet the needs for the students and for the community as well. Also adding a sidewalk for those who would want to walk to the college campus, for me I would love to walk if we had a sidewalk.
Your partnership with ACCA is meeting the needs of several students. Would like to be able to offer additional dual credit options.
Just keep doing what you're doing reaching out to students and faculty didn't some faculty and working together to meet as many roadblocks and stumps as possible.
I feel like this is a great start by asking the students what there needs are so then the next would be planning to meet those needs.
As far as taking online classes out of state I have co comment
Continued development of programs associated with our community to try and gain interest in our tribal college
Free internet.
To me NICC does a great Job.
I think they are doing a great job but they could encourage more people to seek an education by continuing to promote all that they offer . having a school fair and inviting a bunch of people so they can learn more about NICC and what they have to offer
offer assistance
Continue to offer AI/NA classes, technology classes, trade classes, business classes. Periodically send questionnaires seeking needs of students. Research the employment market to see what the demand is for the workforce and offer training videos for basic computer technology functions. A employee assist program (Workforce Development???) would be beneficial for those who may need assistance with writing a cover letter, resume, learning interview techniques, how to use Indeed and learn additional job related tools. Internships, giving back to the communities with a written component about the experience could be a requirement for graduation at NICC.
ask their students if they need anything
By providing childcare, creating clubs, and having more instructors that care about the students education and overall time at NICC and after.
I think NICC is doing a great job so far.

By getting a few 4year programs
Na
Reaching out more and spreading awareness
Continuing their work
provide transportation if needsd
Own childcare facility to cater to the needs of not just employees but also the students...
Develop a center for childcare so students can learn working with children.
N/A
Keep improving and offering more to the community.
awareness and keep upgrading
I really think sustainability is the challenge. We do do a great job of getting necessary technology into the hands of our students. But can we continue to give student laptops and mifis indefinitely? What do areas businesses need our students to be able to do with technology in their potential works with those companies?
Engage more with students, relying on emails was very hard for me because most emails were sent 3-4times with no response.
In my opinion it's doing g great, but I am an online student. I'm not on the campus, for those reasons listed above childcare is my main reason for taking online classes and not in person.
be more involved in thecommunity
More community activity
Probably need more in-depth training of instructors, fully understanding the needs of our respective tribal communities, strengthening our relationships with our tribal governments, be seen as a resource the community can count on, increase visibility by everyone. Do all instructors know the general areas our students come from, their homes?
It seems as though you are doing that, by getting the word out about what you are doing, by your marketing efforts and your news releases and your Dean's List, etc.
They need better communication between all departments and the students. They need a financial aid department that interacts with the students.
The community I am unsure of since I am not actively able to be a part of it. Student improvements questions are answered above.
I think that 4 year programs especially nursing and even more online classes would be good
Offering free wifi and laptops.
Assist with transportation and on sight childcare during classes.
I'd say transportation nd childcare
I highly suggest child care.
good communication with every one about upcoming events, classes and opportunities. staff is available, and you can contact them
I think the college is already doing a great job
Na

Providing what the community needs.
Maybe more advertising
By staying in tune with changes and offering opportunities for students to embrace them.
Students can work independently.
I think NICC can better meet the needs of the students is to become a four year university, add transportation and child care. Not only would it help the students but the community as well by creating jobs that the tribe hasn't.
No comment.
so far everything has been good to me. I would only hope that the college staff keep up the good work.
Having a shuttle just to pick up student in the santee area would be great for those who have no transportation.
maybe have an open forum for the local communities of the different campuses
HAving more ways for some teachers to reach out to their students and vice versa. Some teachers you cannot get in touch with.
so far I am happy with the results
So far they have been really good. I have been with the college for a few weeks now and I am happy with what I have experienced so far. This is my first semester and I have been happy with what I've experienced.
Always and most importantly ask for input to develop Nebraska Indian Community College in today's society.
I think NICC is doing a great job in all they do. Especially, but not limited to, having classes online at times when the student can attend, even if they work 40 hours a week.
Continue to share survey's such as this, community wide so there will be more input regarding the needs.
Reach out more and ask about the well being of students.
Consistency within the class from both students and instructor. Having class when it's scheduled and giving a better notice than a couple of hours of a cancellation of a class. I am planning for that time and when they cancel it makes me feel as if its not important to them as it is to me. To them its just another semester I feel.
I think a 4 year degree would be good.
pay for home internet

HOPES/ASPIRATIONS (What are care deeply about)

The hopes/aspirations section focuses specifically on how well stakeholders feel NICC is meeting the overall goals we have set for ourselves. This section intends to reinforce what direction NICC should focus on in the future by first determining how well NICC is achieving its current goals. Respondents were asked to evaluate statements pertaining to our overall goals and indicate whether they felt NICC Exceeding Goal (5), Meeting Goal (4), Undecided (3), Barely Meeting Goal (2), or Not Meeting Goal at All (1). There is also an open-ended response question pertaining to programs and services desired at NICC.

The College has the following overall goals. Please indicate your level of how well you feel the College is meeting these goals.

Q.13. Prepare individuals for their roles as effective tribal members and citizens in a changing and complex environment.

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=78)	(n=131)	(n=209)
Exceeding Goal (5)	11%	26%	20%
Meeting Goal (4)	51%	52%	51%
Undecided (3)	27%	19%	22%
Barely Meeting Goal (2)	11%	1%	4%
Not Meeting Goal at All (1)	0%	2%	3%

Results are POSITIVE with room for growth.

	2022SP (n=78)	2022FA (n=131)	2022 Aggregate (n=209)
Mean	3.98	3.49	3.80
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding how well NICC is meeting its goal to prepare individuals for their roles as effective tribal members and citizens in a changing and complex environment.

This is an area that we may want to focus on in our upcoming planning efforts, therefore it is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

Q.14. Integrate, revitalize, and preserve Umo<sup>n</sup>ho<sup>n</sup> (Omaha) and Isanti culture throughout the college environment, including but not limited to history, Umonhon language, Dakota language, games, songs, arts/crafts, and the way of life.

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=78)	(n=127)	(n=205)
Exceeding Goal (5)	19%	39%	31%
Meeting Goal (4)	53%	43%	47%
Undecided (3)	13%	10%	11%
Barely Meeting Goal (2)	14%	6%	9%
Not Meeting Goal at All (1)	1%	2%	2%

Results are mostly POSITIVE with room for growth.

	2022SP	2022FA	2022 Aggregate
	(n=78)	(n=127)	(n=205)
Mean	4.10	3.74	3.97
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding how well NICC is meeting its goal to integrate, revitalize, and preserve Umo<sup>n</sup>ho<sup>n</sup> (Omaha) and Isanti culture.

This is an area that we may want to focus on in our upcoming planning efforts, therefore it is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

Q.15. Expose students to and expand the mission driven curriculum in the arts, humanities, communication, sciences, mathematics, social sciences, and Native American studies.

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=78)	(n=132)	(n=210)
Exceeding Goal (5)	14%	28%	23%
Meeting Goal (4)	65%	56%	60%
Undecided (3)	14%	11%	12%
Barely Meeting Goal (2)	3%	5%	4%
Not Meeting Goal at All (1)	4%	1%	2%

Results are mostly POSITIVE with room for growth.

	2022SP	2022FA	2022 Aggregate
	(n=78)	(n=132)	(n=210)
Mean	4.06	3.83	3.98
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding how well NICC is meeting its goal to expose students to and expand the mission driven curriculum.

This is an area that we may want to focus on in our upcoming planning efforts, therefore it is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

Q.16. Build skills for lifelong learning.

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=78)	(n=133)	(n=211)
Exceeding Goal (5)	23%	33%	29%
Meeting Goal (4)	42%	53%	49%
Undecided (3)	21%	9%	13%
Barely Meeting Goal (2)	8%	4%	5%
Not Meeting Goal at All (1)	6%	2%	3%

Results are mostly POSITIVE with room for growth.

	2022SP (n=78)	2022FA (n=133)	2022 Aggregate (n=211)
Mean	4.12	3.68	3.96
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding how well NICC is meeting its goal to build skills for lifelong learning.

This is an area that we may want to focus on in our upcoming planning efforts, therefore it is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

Q.17. Provide an enhanced, sustainable, positive learning environment.

Response Options	Phase I 2022SP (n=79)	Phase II 2022FA (n=132)	2022 Aggregate (n=211)
Exceeding Goal (5)	20%	39%	32%
Meeting Goal (4)	62%	52%	55%
Undecided (3)	10%	7%	8%
Barely Meeting Goal (2)	5%	1%	2%
Not Meeting Goal at All (1)	3%	2%	2%

Results are mostly POSITIVE with room for growth.

	2022SP (n=79)	2022FA (n=132)	2022 Aggregate (n=211)
Mean	4.27	3.92	4.14
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding how well NICC is meeting its goal to provide an enhanced, sustainable, positive learning environment.

This is an area that we may want to focus on in our upcoming planning efforts, therefore it is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

Q.18. Organize, manage, and finance higher education for NICC as a model Tribal College.

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=78)	(n=131)	(n=209)
Exceeding Goal (5)	26%	40%	35%
Meeting Goal (4)	44%	41%	42%
Undecided (3)	23%	15%	18%
Barely Meeting Goal (2)	3%	2%	2%
Not Meeting Goal at All (1)	5%	2%	3%

Results are moderately POSITIVE with room for growth.

	2022SP	2022FA	2022 Aggregate
	(n=78)	(n=131)	(n=209)
Mean	4.17	3.82	4.04
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding how well NICC is meeting its goal to organize, manage, and finance higher education for NICC as a model Tribal College.

This is an area that we may want to focus on in our upcoming planning efforts, therefore it is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

Q.19. Integrate learning in ways that cultivate an individual's understanding and ability to think about large and complex subjects, formulate and analyze valid concepts, solve problems, and clarify values.

Response Options	Phase I 2022SP	Phase II 2022FA	2022 Aggregate
	(n=76)	(n=131)	(n=207)
Exceeding Goal (5)	12%	31%	24%
Meeting Goal (4)	45%	56%	52%
Undecided (3)	30%	10%	17%
Barely Meeting Goal (2)	12%	2%	6%
Not Meeting Goal at All (1)	1%	1%	1%

Results are moderately POSITIVE with room for growth.

	2022SP	2022FA	2022 Aggregate
	(n=76)	(n=41)	(n=207)
Mean	4.15	3.54	3.92
Median	4	4	4
Mode	4	4	4

Using statistical analysis to conduct a comparison of the responses indicates there is a significant difference between participants in spring and fall 2022 regarding how well NICC is meeting its goal to integrate learning in ways that cultivate an individual's understanding and ability.

This is an area that we may want to focus on in our upcoming planning efforts, therefore it is recommended to conduct further research to indicate how the characteristics of the respondents in spring and fall 2022 differ.

Q.20. Name two programs and services that would support your dreams for NICC?  
(Open-Ended Comments)

Phase II 2022FA open-ended comment responses to 'Q.20. Name two programs and services that would support your dreams for NICC?' are provided below without modifications or changes:

Business and Accounting programs need to get more support, either of the fields have a diverse job opportunities.
Social Work and Advocacy
hospitality and management
Teaching program and expedited human service offering e.g. a 3 hour course taught in one week

more computer course and skills certificate program
Native American Studies Language preservation
The help of technology and possible more 4 year college classes
Enhanced human services classes Pre med classed, pre law classes,
Science programs to get to that 4-year offering with internships. Business programs with internships for real job opportunities.
Childcare and Native Language Teacher programs
Computer Science program development and continue promotion and growth of the Pre-nursing program Retention improvement, our interest has grown, need to keep the students interested/enrolled from term to term
Nationally recognized honor's society such as: Phi Theta Kappa, which would recognize student's achievements on a larger scale; The Future Business Leaders of America (FBLA) which helps high school students prepare for careers in business through academic competitions, leadership development, and educational programs; Phi Beta Lambda which is the collegiate division of FBLA; Alpha Mu Gamma which is a foreign language honor's society that could help get and keep the Omaha and other tribal languages alive and get them out into the mainstream; and the National Society of Leadership and Success which places students into leadership positions. All of these organizations would add more credence to NICC's visions for growth and help boost these minority students into the national limelight which would in turn increase their confidence and self-esteem and help to begin to break the cycles of poverty and addiction.
Nothing I can think of right now.
Educational Access and Omaha Culture/Language Program
Service Learning Student conceived and led clubs/organizations
life skills to make it out on your own-reading, math, cooking, problem solving, applying for jobs, balancing checkbooks. childcare
Internship programs and enhance remedial skill development.
PTAC program and life skills programs...
2 Year Business degree with Journalism emphasis. 2 Year automotive degree.
NA
1)Four year degree in any field of study. 2) Providing programs/seminars for Tribal communities that do not require trainings to be of college credit but could be continuing educational credit.
Teacher K-12 education program, Art program
Travel study opportunities, Service-learning projects
Carpentry, Nursing Aide, Business, Education
Business Administration and Nursing
NASA and Dreamkeepers
Daycare service and student exchange program
Financial literacy and technology offerings
One, have weekly traditional activities (smudging or singing honor song in the hall way) hosted by Native Studies educators and interns. Two, continue trauma healing and identification for students - this should reduce the limits to executive function.
Business and Native American Studies

Elder Experts (& Speakers) & Community Leadership Movers & Shakers taking part across our curriculum
Hospitality Industry( Casino Management) and Nursing. LPN etc.
1. Master of Science Program in evaluation 2. Doctoral Degree Program in research I believe it would be helpful to classes or workshops to help students to learn, and understand the paperwork aspect of going to college, how to complete their paperwork, and work with them on researching different programs to support their education and career goals. An actual class and not simply a meeting or encounter when available.
NA
I don't know if I understand this question in relation to the items above.
Step Up or TRiO SSS Cultural enrichment travel off campus (day and over night trips) steeped in learning about other colleges, cultural tradition and service learning.
ATD-Achieving the Dream, UNL cultural programs
Native American Studies and Nation Building courses, i.e. Business administration.
1. NICC becoming a four year college. 2. The Omaha language should be spoken more among the Omaha tribal members and especially the NICC students who have taken the Omaha language classes, including myself.
<a href="https://www.epa.gov/sites/default/files/2020-05/documents/tribal-green-building-toolkit-mobile-2015-rev2.pdf">https://www.epa.gov/sites/default/files/2020-05/documents/tribal-green-building-toolkit-mobile-2015-rev2.pdf</a> (Green Tribal Building) <a href="https://www.cfra.org/">https://www.cfra.org/</a> (Center For Rural Affairs) Small Business building.
2 year Journalism degree, possibly online. 2 Year automotive degree. More 4 year degree programs.
Funding steams that would allow us to bring in and retain qualified instructors in the technical areas. I feel there are big gains to be made there: welding, HVAC, electrical, solar, IT, etc. Continue to grow our dual credit area.
hvac and electrical
Business and Law
Native American Law degree or exposure to the complex web of laws, never forget our history, the truth of Native American history, not what is taught in public schools. It is sad and traumatizing, The way to overcome is to face it and learn from the history.
Dual credit, language program
Teacher Education program Agriculture Program
wider variety of technical classes so students that don't want to go on for a 2 or 4 year degree can get a job that pays enough for them to live a decent life
More emphasis on STEMS and Law.
Local government and Workforce Development/Voc. Rehab. Tutoring for writing skills to be able to write quality essays, research papers, and reports.
Career counseling Have a positive growth plan
Educator pipeline
Daycare and transportation.

## RESULTS (How we know)

## Q.21. In your opinion, how will we know we are succeeding? (Open-Ended Response)

Phase I 2022SP open-ended comment responses to 'Q.21. In your opinion, how will we know we are succeeding?' are provided below without modifications or changes:

NICC is giving the opportunity to better educate ourselves, it up to individuals to pursue this further.
your numbers will increase once you set higher goals and reach them.
alumni and community are active in NICCs growth
Tribal leadership & tribal administrator have degrees . More native teacher headstart thru college level
you will get a successful student and we will still be NICC until the next decades
increased enrollment
I would hope all the surveys will be looked at and help provide more information to get the quality courses for all those seeking different but classes they need to succeed.
No complaints
Improve retention and graduation rates
Increased student completion rates in each course.
When Students are engaged, learning, and being active in the community.
Continued and enhanced programs and offerings.
Continue student growth/retention, continue growth of positive community perspective and interaction/partnerships
When students graduate, transfer to 4-year institutions, and become successful. When our low graduation, retention, and transfer rates increase.
When our enrollment numbers increase and stay at that level.
Good community relations
graduates obtain and retain meaningful and satisfying employment
assessment of students
Proper assessment and student alumni success.
number of graduates... more surveys
When you have successful community members providing for revitalization of the community.
Graduation rates are increasing then we are succeeding.
Student outcomes in job placement after graduation
Feedback from the communities with them asking for our participation in educational endeavors. Students recommending their families to attend classes at NICC
When we have a strong four year school that is representative of both peoples.
Not just degrees and certificates awarded... student stories of our perceived successes
Students graduating on time.
When more students graduate!
Having a increased graduation rate and retention.
A combination of affirmation from the community and student success defined on their terms.

Survey how graduates are doing in business, work, etc... How is our product doing when they leave NICC? Ask them what they wish they had now they're looking for work, working or seeking higher ed.
Non-cognitive scores for ADHD will decrease. Students will engage in spirituality activities offered at that campus.
When we have enrollment of 500 and several four year degree programs
by asking our alumni and community.
When our communities begin DYNAMICALLY and QUICKLY changing for the better with more hope, more leadership, more growth.
People will enjoy being here.
In my opinion, I think it is more than getting students to take a class or obtain a degree but what happens after they obtain the class or degree. Did the college provide an type of support to the student? Was there an internship during their last semester of class to support their success into a work environment. When I completed my degrees, the colleges maintained contact with me, and kept up with me on my education aspiration. I think having a strong "Alumni" program would be worth well. In addition, a strong internships program for each educational program of focus.
Higher student success rate, increased attendance, graduation, persistence and better employees when they graduate.
Less students on probation and suspension, more graduates, more students coming to NICC out of high school, higher completion rates, higher retention rates, higher employment in the community. Most importantly- more language speakers, tribal government leaders and historians, and community organizers.
When our graduation rates increase
Persistence and graduation rates increase, followed by enrollment increases. Job placement rates in field of study increase or are followed closely or transfer rates to 4yr and graduate programs increase.
assessment
When graduation rates reach at least 25. When students return from another 4 year institution to work for the tribe and do so successfully and/or come back to work for NICC in administrative capacities, as well as instructors, etc.
I believe we will we are succeeding when we see more of our graduating students going on to get their bachelor's degree.
We will graduate more students with less stop out. If they are more content, have the tools needed ( know how they function) and have less extensive worry, they can devote more time to their studies.
Student enrollments & graduation rates.
if we have students getting higher degrees
When you see graduates and them fulfilling jobs in tribal government and government.
When the students walk across that stage and can hang their diploma in their offices and share their success with their family and friends.
More students enrolling in courses and finishing programs or transferring to 4 year colleges.
Student enrollment, student retention, student graduation or transfer to another school

increasing your course offerings are occurring
more of my students will be taking NICC classes
When we see the students graduate and get a job, they feel they are qualified to do, or further their education.
Increase of educated professionals in the workforce of the local communities.
Growth in FTE Developing partnerships with tribe nd community
When we have students from our high schools becoming the teachers of our children in our schools.

Phase II 2022FA open-ended comment responses to 'Q.21. In your opinion, how will we know we are succeeding?' are provided below without modifications or changes:

When the opposites of those aforementioned unproductive traits are organizationally apparently prevalent.
When we have more people graduating.
I think you are succeeding every day. the culture of success can't be measured in my mind.
Those students who graduate should be employed in a field of their education or continuing their education.
By all the success stories of your students
Student's successes and appropriate assessment.
Increased student enrollment, retention rates, graduation rates.
Your all doing well
More people graduating within 2-3 years of starting their degrees
<b>Do more surveys like this</b>
Things start to improve
The number of graduates
Continued enrollment growth with an increase in degree-seeking students who persist from one semester to the next and ultimately graduate; a consistent long-term increase in the number of graduates NICC produces who not only work locally in positions within their communities, but work within fields relevant to their degrees earned.
Four year university
showing grades and satisfactory questionare at the end of the semester
If I can feel my legs and I'm still breathing not behind bars or in a hospital bed.
Increasing enrollment.
The increase in student body, graduation rate, and job obtainment following graduation
the graduation rate vs the withdrawal and drop rates. The total enrollment also.
Complaints lesson, grievances not filed, groups communicate and work together, goals achieved, smiles or overall well-being of everyone.
Student feedback, number of graduates, job placement and happier/healthier communities.
By revamping the class schedule and making it easier for people who work go to the classes

Student numbers and satisfaction.
Your students are proud to be a student there and encourages others to take a chance in furthering their goals.
By having a person like myself help spread the good news about NICC
When I have graduated with my degree in early childhood development
Students behavior towards classes, showing up on time, homework done on time, students behaviors in class participating
You will know you succeed by the positive reviews you receive from the community you serve.
Higher rates of degree completion.
Community economic growth and sovereignty
By the outcomes of all your students
Students staying in class not dropping out. Accomplished their degree goal.
Self awareness and how programs within the college help the native communities their students come from.
Your enrollment numbers
Think it depends on the success of the how many graduated and loved their experience at NICC
When walking that stage with a degree.
When more the number of enrolled students are increased
When the students are more successful because of NICC
Tribal members succeeding and contributing to the community
Passing grades
When students are able to take what they've learned and start to change things in their community and then we can give nicc the credit for the education and experience
More students to come
Good academic reputation.
more students in class.
more enrollments with a higher graduation rate.
Keep tabs on students that are/ were struggling.
Just as long as you have more than 5 college students graduating. You're doing your job.
It depends. Knowing how well the teacher is teaching and how hard the student is working etc.
When graduation, enrollment and retention levels are higher.
4 year program
enrollment, success
When you have a high graduation rate of student.
I think the more students enrolling in class and the amount of students graduating from NICC.
<b>Surveys</b>
enrollment will rise. i think older students dont get involved because they are scared of the online courses. but personally i like the online courses so i am not intimidated in the classroom since im not a traditional student

<b>Grades, surveys, and attendance. Can't make someone participate yet need to hold them accountable.</b>
Enrollment
more people on the deans list and more people graduating
students graduating on time
When students do not get discouraged to show up to class (as far as feeling unmotivated by their professors) and when student success in general improves.
I would have to say that the number of students passing each semester would be a good indicator that you are succeeding.
<b>Student success, both qualitative and quantitative data to support that success</b>
When the students graduate and move up
Seeing more students interested in NICC
When we have a lot more people getting degrees and succeeding their careers.
When retention rates and graduation rates continue to improve, and we see our students leading and succeeding in all that they do.
more people educating
We are succeeding if our communities and the college succeed.
When the college had more students attending.
by your students
Students graduating think you are already achieving
When we have the first 4-year college graduates and some that may come back to be instructors, themselves. And/or administrators.
Just follow the data.
The number of students passing classes and graduating. The essays and work that is done in the classes.
When online students start becoming more interested and engaged.
I think that the success of us students is hoe you will know we are succeeding
When the students are excited to pass classes and continue to take classes after they have graduated just for the joy of learning in a great environment.
<b>By conducting surveys, and seeing students succeed.</b>
more students learn, pass their class and graduate;
Students that go graduate
<b>By asking more often</b>
The students will let you know
In my opinion I think we will know we are succeeding when students show up and show out.
retention and a high graduation rate.
When you see those who graduated from NICC smile. That is a priceless reward. To know that somebody was able to complete a goal and you were a huge part in their success, HUGE WIN!!!
by haw many students graduate

By a huge jump in student enrollment and how many graduate
Attendance is a large key to success.
We'll know from the people walking across that stage and they continue to walk confidently into life, their head held so high!
<b>Continue survey's with your active students.</b>
Graduations
A lot of more educated natives that pursue their careers and have jobs.
grade check every 2 weeks

Q.22. What do you think NICC will need to achieve our goals? (Open-Ended Response)

Phase I 2022SP open-ended comment responses to 'Q.22. What do you think NICC will need to achieve our goals?' are provided below without modifications or changes:

Work more with our youth to understand the importance of education.
people to do their jobs and not just show up for a paycheck!
a committed culture thats looking into the future
Continue to promote higher education as the opportunity to expand and strengthen or Tribal nations and build our Tribal leaderdhip
Have sincere respect and patience in an effort to understand one another.
Just open up more campus help to other tribes that may want to start for their tribal memebers.
Increase tribal relations and change board policies to limited board member terms, this will create more ideas
Focus groups with tribal leaders, employees, and stakeholders
More financial help.
NICC needs to be student centered but still have credibility in the classroom.
Financial sources of support are always needed.
instructors for Computer Science, man power to focus on specific areas so employees are not overloaded with several areas to oversee.
Nationally recognized student organizations to spotlight those who make the Dean's and President's Lists and valedictorian and salutatorian.
By continuing to offer affordable and accessible schooling to the community.
Community involvement
More external internships (make it a graduation requirement?)
assess, review, make changes,,,,follow thru
Structure, organization and personnel wearing less hats.
finding what your target market wants and needs... produce a product that will meet those needs
....

Funding, time and appropriate collaborators
Continue what we are doing.
Capacity in staff
Listen in part to instructors and their thoughts of how to link with the community instead of people with little student contact that believe they know best.
Child care is first, more local teachers not teachers from all over the states.
More human capacity and financial resources
More full-time faculty
Better campus, attracting students right out of high school, graduating more students, and finding placement for them after graduating.
Free Childcare
The continued continuity of the current administration and an incremental increase of staff serving and performing on campus.
Growt and more people.
Get staff, faculty, and students back on campus and engaging with cultural and supportive activities to develop life-long relationships that will keep students growing and learning.
More financial stability other than grants that last at most five years.
Stop separating ourselves and reintegrate into Macy & Santee (and elsewhere). Let our teachings respond, and contribute, to community visions and futures, not just unmet needs and funding targets.
The community wants to see their people succeed. Given the History of our Native People need feel this is a safe inviting place. Community Based.
Collect data and start with focus groups of the community members off and on the reservations.
Faculty and Staff that show the same dedication, attendance and drive to help our students achieve a higher standard.
More indigenous instructors, staff, and decision-makers. More alumni in key roles at NICC. It's important that our students are learning from members in their community and people who have been in their shoes.
Money
Specialized personnel, funding for these positions, getting students back on campus while growing quality online and weekend courses.
keep accurate records, report if the modifications made after assessment help.
Always, sufficient funding. Cultural training for all Staff. Constant interaction with our respective tribal governments. I noticed you didn't mention the Pawnee Nation in the first segment of this survey. Not being critical but there are 3 Nations that now make up NICC.
I believe NICC is achieving their goals because I see caring people as instructors and staff members.
Keep working on technology improvements, help seek a sustainable housing and childcare system.
More advertising, and funding.
thats hard to answer
Master the art of learning.

Dedication and never give up. Failure is not the answer. Finding what works and modeling this. A key is knowing that not all individuals are the same. Everyone learns differently and understanding may not come as soon as expected. Individuals need time to process.
Communication with community and school.
Student housing will make it feel like a traditional college.
advertise in local newspapers and general social media increase campus security at night for student safety
time and resource
Being innovative, creative, and persistent in methods of learning. Keeping up with technology and keeping an open mind to what our future holds in job placement for the students.
Continue to be visible.
By showing positive results.
The right people will be needed to help dismiss the racism in both directions.
Structure, policy, assessment and money never hurts.

Phase II 2022FA open-ended comment responses to 'Q.22. What do you think NICC will need to achieve our goals?' are provided below without modifications or changes:

Address leadership and communication style from the top down.
I don't think there's much to do or improve.
I again think it is a process of belief in themselves and can't be gauged by one event. NICC is doing it on a daily bases.
What are their goals?
continued with your challenging work
Continue to invest in personnel.
Indicators for students to know that NICC programming and services are comparable or exceeds other Tribal/community colleges.
Just work hard
Partner with local transit service to help aid those in need of transportation
Not sure just yet
Find a new financial carrier or not go through the 3rd party this will allow students to have funding and gas to get to class.
Support
Doing everything right already
in person science courses
Become one with water so we can flow through this thing called LIFE the way we were intended.
Add more online courses for students.
Successful grant applications that provide funding for campus improvements and increasing resources for students

The overall push of what is feasible by the college staff along with input from the student body of our college. Goals can be set up and the overall attempts to succeed.
Commitment, good listening skills, working together as a community
Keep the vision and focus. Work together to problem solve and be innovative.
Open-minded teachers for evening classes.
Partner with institutions or review other institutions that have successful programs.
Times to just have an open team chat so people from different tribes can get to know each other.
Just more marketing and advertising on the in depth studies you guys present in the siouxland community
Nothing, everything is good
Waiting for COVID to pass
I think the college will need to offer more evening classes.
Resources and supports
Grade schools to prepare students for adult responsibilities in classroom and workplace
Be available when we need help
Staying update with students their stressed their achievements.
a well educated staff that understands not only academic needs but the social needs of their students so word can get out and help other natives achieve their goals.
Keep doing what you are doing. Add more degrees.
Honestly, right now I don't know
Happy they are giving me a chance to do that right now. Thank you.!
Advertise
Teachers that go above and beyond that enjoy what they do.
Constant student input
Become a bigger college so people don't have to go far for school
I don't expect any cc to help me achieve my goals in life only while I'm in school.
Hire cooks, helpers, and do raffles
Acquire literacy, numeracy, creativity and communication skills.
keeping up with making the connections w the students, to have them engaged.
more active involvement from the students.
Upgrade on laptops and help individuals with school supplies.
More funding and better technology.
Just keep on encouraging students and tell them that they got this and they can do it. The students have a bright future ahead of them. The Student can do anything they can set their mind to.
I think wat they've been doing has been working. I'm proud of them.
Dedicated staff and students
Collaboration with ACCA
Open communication and opinions with students.

I think NICC is doing a great job already I think with all the hard work that is being put in now we will see goals being met in the near future.
Listen to the people
more students
Continue offering assistance to students that are in need.
Going to more functions to let students know that there is a NICC, and letting people know about the different sites
continue accentives for good grades
continue the support that is offered
keep helping the students
Engaging activities or events on a more regular basis.
Student Advisors
continued dedication and effort to student opportunity and success
More teachers more student s
Expand more ideas for the students and future
More students and instructors.
More growth of students, programs, and employees.
more teachers in person
Money, staff and more infrastructure.
Need great minds to think together not against one another. People to think for the future of our communities what will benefit them in the future
better and higher enrollment
Goal are already being achieved i think
Informed and educated staff to understand we should be working to "working ourselves out of our jobs". Better communication at all levels from instructors to administrators, inclusion of tribal community at every opportunity.
Adequate funding for everything; not just be dependent on either the covid dollars or ARPA.
Go back to more in person classes. It's hard to form relationships in the classroom over Teams.
More class options, instructors and a financial aid director and assistant.
Innovative and creative minds to get together and start brainstorming ideas while supporting each other.
More teachers and students
Add more evening classes and online classes and build a wellness center.
Reach out to students more and get their input.
students need to support each other, encourage participation in classes. teachers need to be available. involve community to support nicc thru education opportunities for families, children.
Time and effort
Communication
I think NICC may need to hire more teachers to bring in knowledge from all over.

more money to execute all the updates and classroom space needed for more students.
Enthusiastic, positive and helpful staff!! That is a MUST, my opinion anyway. That makes me feel like I made the right choice and the staff are willing to encourage me along in completing my education journey.
listen to students and keep up with technology
Students and staff working together to make NICC a college everyone wants to attend
Nebraska Indian Community College graduates as employees.
They will need to offer more degrees and classes, which means to hire more instructors, and those instructors will need to be able to engaging and funny to make the students WANT to show up from one week to the next and subsequently yearn to learn more.
Collaborations with the necessary businesses that will help meet the goals.
Keep an open mind and encourage the students to share their voice in these surveys.
I don't really know I think we're doing pretty good right now.
More inline courses

## GENERAL & DEMOGRAPHIC QUESTIONS

Q.23. Please select the one that best identifies your affiliation with NICC:

Phase I 2022SP	Phase II 2022FA	Affiliation
47%	21%	Faculty & Staff (All NICC Employees)
7%	14%	Community Member
11%	15%	Other (please specify)
11%	38%	Student
1%	-	Vendor or Local Employer
2%	1%	Tribal Member
3%	10%	Alumni
1%	1%	Board of Directors
17%	-	No Response
90	119	Total

Q.24. What is your zip code?

*Results have been excluded as this question was omitted from the survey instrument for future data collection efforts to for brevity.*

Q.25. How old are you?

*Results have been excluded as this question was omitted from the survey instrument for future data collection efforts to for brevity.*

## Q.26. What is your gender?

Response Options	Phase I 2022SP
	(n=72)
Male	33%
Female	67%

*This question was omitted from the survey instrument for future data collection efforts to for brevity.*

## Q.27. Are you Native American?

Response Options	Phase I 2022SP
	(n=74)
Yes	55%
No	45%

*This question was omitted from the survey instrument for future data collection efforts to for brevity.*

## Q.28. Preferred method of instruction?

*Results have been excluded as this question was omitted from the survey instrument for future data collection efforts to for brevity.*

## Q.29. Would you like to share anything else with us? (Open-Ended Response)

Phase I 2022SP open-ended comment responses to 'Q.29. Would you like to share anything else with us?' are provided below without modifications or changes:

Continue to teach, don't get discouraged with low attendance, it only takes one good student to be a living example of determination.
keep up the good work
Not at this time
Not at this time.
Not at this time
NICC needs to engage with alumni more and listen.
I am NICC staff as well as Alumni
Education is an ever evolving system and so long as we stay diligent in or efforts as a team and as individuals who all started out as students, together we can inspire change in our students, the community, and ourselves.
No

I think NICC is doing a good job of listening to our community and seeing the needs of it.
NICC does so many things really well.
no
It is ideal to have students in person when instructing, then in person over VTC, then virtual class meetings on zoom, teams etc. then blended and then online for me.
no
Continue what we are doing.
No
No need for gender, age, whether tribal member for this survey, and survey seemed to long, shorten it up.
No
no
Not at this time
Thank you for the opportunity to offer input.
Thank you for this survey!
At some point, NICC completed an SWOT and it was heavy on the strengths which is good but very few things were identified as needs? Interesting.
Keep pushing to achieve more. Don't be satisfied with status quo
not at this time
I do not have anything more to share now.
NICC is committed to continued improvements and building a successful student curriculum to help them become what they want to be. It take a village. We have many wonderful villages.
Think NICC is on the right path, continue to grow.
Would like to see NICC offer a 2 year degree in Journalism. To help get Native American stories out to the public.
no not at this time
NICC continues to get better every year.
repeat of above comments
Thank you to NICC for all you do!!!!
This is a time of change. The world is changing around us. The Native American world is always changing. Education is changing. The way we learn has changed. Learning to adapt is how Native Americans survived.
Thank you for all the help you are giving students with learning disabilities and I hope it continues to get better. The only thing I think needs to be done, is NICC having the ability to identify the students with these disabilities a little sooner.
Thank you!
More interaction with teacher even in the online classes.
N/A
No
No, I'm good
I wish every staff member had a good attitude and were respectful. Dealing with disrespectful staff members is very discouraging to become a NICC student.

Not at this time.
Coordinate this survey with the Local community planning department.
I believe NICC is growing and will blossom

Phase II 2022FA open-ended comment responses to 'Q.29. Would you like to share anything else with us?' are provided below without modifications or changes:

I think everyone is doing amazing at registering people and helping with financial aid.
Very proud to be able to represent and be a part of NICC
The Student and Academic Deans should present at a staff meeting, and at both Santee and Omaha communities in an open forum on students' rates, identify and share which program(s) attract the most students, and the number of students who started and graduated as an example.
no
I am having a kid in February and I have a step son that is 1 and I am married
Not at the moment
Doing a great job overall
Thank you
Thanks, where thanks are due.
N/A
i am alumni and i graduated in 2011. The college also, through the cohort program with Bellevue University I continued and achieved my Bachelor's of Science degree in Business administration. I can give credit to our Nebraska Indian Community College.
No
I am proud to be a part of NICC and it's family. I have learned so much here and look forward to the future of NICC.
No
I love the support from both tribal colleges.
I am enjoying my time so far and hoping to gain a ton of information about the Native American culture
No
No, thank you, have a good day!
Very invested faculty and staff. Truly care about the well-being of students.
NICC has made huge progress in the past 5 years. Want to keep seeing NICC be a leader in our communities.
No
Nope
Not at the moment.
Need to get a football team!
I'm grateful for this opportunity

I love that NICC has so much to bring in the future for their students. Small but mighty
N/A
You are doing a awesome job education but the main goal should focus on getting students thru and away from survival mode
Nope
thank you for a great experience
Thank you for giving me an opportunity to achieve my degree.
Not at this moment.
I am a Pawnee Nation College student and my major is Early Childhood Development.
I'm proud to be an alumni. I believe that NICC has provided me with many opportunities as a graduate and a currently enrolled student. I see so much that has improved and how far the facility and staff have come over the years and I'm proud to be a part of it all. Thank you NICC.
Your collaboration with the ACCA Health Careers tract has been very successful. Would like to be able to offer additional dual credit classes for students. Would also like to see additional classes offered in additional tracts for dual credit.
No
I would like to share how awesome student services is they're so welcoming and helpful. They stayed in touch with me over the summer helping me sign up for classes and making sure I had everything I needed for class.
keep up the good work
I Love our Mascot
N/A
Not at the moment.
No
No
No
Take a look to see how many employees are over worked or are holding down 3 or more responsibilities or positions for NICC.
no
This is my first semester with NICC and have not had any experience to give a well informed questions to some of the questions.
No
I think you are doing a great job
NICC is a great college with great opportunities for Native scholars from all backgrounds.
thank you for the t shirt
No
I love NICC if it wasn't for NICC I would never be able to dream that I could go farther in my education like I have!!! Aho!!
No.

No
NICC, has excellent instructors. I enjoyed learning from each one I had while attending NICC.
Thank you for your dedication to education for the sake of making lives better.
You guys are exceeding my expectations, I am so happy and thankful you have provided me a chance to attend college.
Thank you for accepting me
Again, I am happy that I was able to attend this college and I can't wait to see where this takes me in life.
Thank you very much..
I started my college career with NICC and I came back all these years later because of the low student-teacher ratio. Since it had been years since I'd been in school, i thought it was just a good fit to return to NICC. Yasmeen was the first person I spoke with and she never steered me wrong, from the start. I got into all the right classes and I'm well on my way to finishing my degree and it truly is because everyone is so helpful! So.....so far so good! I love NICC!!!
I was very honored and overjoyed to see the Earth Lodge. :)
Thank you for the supporting and welcoming me back when I decided to continue with furthering my education!
I think that's it.
no

The following question was asked of survey participants who completed the Phase II 2022FA survey only. Their open-ended responses are provided below without modification:

What should be different in the future?
From the very apex of an organization, it's important that positivity, tolerance, and support be the dominant leadership style. Otherwise, the opposite of those traits trickles down through an organization.
I Hope some classes become more in person. The teams is fine but I feel like i learn better in person.
I believe these things can't happen over night and it is a process of believing in them selves. Not being afraid and break out on their own. Believe in their own dreams and learning the processes that are available.
NICC should visibility see: <ul style="list-style-type: none"> <li>• enrollment numbers increase each semester and year.</li> <li>• the number of students who stay with the program should increase</li> <li>• graduation numbers increase each year.</li> <li>• graduates who are marketable should increase</li> <li>• graduates employed after receiving their degrees.</li> </ul>

I know NICC is trying to meet all the goals in the proceeding question only time will tell if they are succeeding.
Continue to improve technology applications.
Alternative ways to increase community support of the college.
Nothing that I know of
No reply yet
Student scholarship process, most times I'm getting funding after the semester is over. Takes half a month to receive it.
More advertising
4 year university
options of being virtual or in person if instructor is available on campus
To allow us to think for ourselves, no one thinks for themselves anymore. The TV tells most people what to do, we need is a dream, we want is more realistic, and what we want isn't in our best interest, I was told we can't handle thinking for ourselves, it would cause us to go stupid.
N/A
I think the college should have some input at the high school graduations. Macy, Walthill, and Bancroft. Their input throughout the school years could help the overall enrollment.
meeting with the students or student senate should be implemented again. employees should have their distinct group, outside of faculty senate, to work together to have their needs met.
Technology access to our students is though sometimes. If they don't have the tools, it will make it hard for them to succeed.
Putting in different late times for the language classes for people who work
Increase in Native leadership.
Helping students that struggle with learning styles.
To be more visible in the siouxland community and talk with more people in the area
New Apple Mac books for students
Hopefully more students on campus instead of online
I would like to see more in-person classes.
I think NICC does a good job in supporting students. Very invested.
Basic life skills taught during first semester at NICC
Nothing
Maybe more one on one with students.
A tracking system that follows students and the effect their personal education has on native country.
More communication between departments. However, keep in mind COVID created a problem so this will resolve.
Nothing at the moment.
Looking back and knowing I can finish and be happy.
Offering more 4 year degree programs

Better relationships between students and staff/teachers
N/A
My knowledge is getting increase more when working at NICC.
Focusing one all types of sovereignty include certifications for trades
Provide breakfast, lunch, and dinner.
Go back to in-person learning.
More students graduating
more of a social media presence.
Build a bigger school.
Need more space.
Knowing when I graduate with my associates degree, I will finally have more of an opportunity to apply for more jobs to work with and interact with children.
More instructors being present in class. Just because we have to ability to have virtual meetings doesn't mean that the instructor should attend less than the entire schedule time period.
More people getting degrees and staying in our community to better the community
More exposure to ACCA students and instructors
Mi
Provide more internship programs.
Maybe a bigger campus for south Sioux city students with a study lab. Sometimes I don't have access to the internet and need to have a space to study.
People in general
technology training for students
Continue accreditation to 4-year programs.
No suggestions
na/
more programs
The persistence of change on campus, we should all continuously strive to change the social and academic outcome on campus.
Computer classes.
More students
I'm not sure.
Add a nursing program and more trades.
Facilities management. The custodial and grounds sections need help. Instructors and other staff members should not have to support those sections to keep our campuses looking good.
more to nicc
Knowledgeable student services workers.
Making the credits transferable to other colleges, giving the children credit for what they worked for.
Na

A more informed, educated college-wide staff re our individual nations: faculty, administrators, and students. I.e, student orientation as to the complexities of college requirements, electives, stronger support to pursue a 4-year degree (either at this college or college of their choice).
To have more students pass their classes. Somehow teach them to see what ever their crisis today is only temporary ( most of the time, I realize sometimes there are valid reasons), whereas education is life-long.
The communication between the financial aid department and scholarship information.
More resources and inclusion for online students
So far I dont think theres much that i would like to see different other than more of the Native American Studies classes online
Professors getting back to our emails
More classes, more degrees, child care.
make students more accountable for their learning and classes. ensure class student participation.
Textbooks
Students should talk more on virtual more engaged
I am not sure.
Continued outreach for students to seek furthering their education and consider NICC as the source.
keep growing
By taking students surveys and putting together what everyone thinks should be added or maybe even approved
Be careful and watch your language barriers respectively .
I'm a first year student here but I am taking online classes, it would be easier if there were more evening classes available.
Our instructors are getting up there in age, and they are doing a wonderful job teaching us in their various specialties. But what is the backup plan, should we lose one or two? Is there anyone who is really ready to that their place?
Add more trade programs and a 4-year degree program.
Continue to better communication with the instructor and the students they have that semester.
Adding more tribes to the college.
4 year degree

**APPENDIX A – Survey Instrument – NICC SOAR Strategic Planning Survey:****STRENGTHS** (What we can build on)

*The College is committed to the following Core Beliefs. Please indicate your level of agreement with each statement below.*

<b>Core Beliefs</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Undecided</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
NICC students are empowered with tools for Tribal Nation building, so that our communities can achieve a higher level of sovereignty and self-determination.					
The College actively engages in cultural preservation, continuity, and revitalization consistent with the Umo <sup>ho</sup> (Omaha) and Isanti (Santee Dakota) peoples' needs, including languages and Tribal knowledge.					
The College's approach to learning reflects learning as a life-long process, and the learner-centered atmosphere is of the utmost importance.					
The College provides a safe and healthy working and learning environment that promotes free expression and the exchange of ideas, so learners will be challenged to think holistically, and be able to live responsibly and productively in a Tribal and global society.					

Considering NICC overall, are you most proud of? (Open-ended response)

**Opportunities** (What our stakeholders are asking for)

*The College has identified the following Needs through surveying the local community and planning efforts. Please indicate the level of importance each need has to you.*

<i>Identified Needs</i>	<i>Very Important</i>	<i>Important</i>	<i>Undecided</i>	<i>Somewhat Important</i>	<i>Not Important</i>
Increase technology					
Add Childcare					
Add Transportation					
4-year Degree Program					
Workforce Development					

Consider the Identified Needs in the previous question; why are they important to you? (Open-ended response)

How can NICC better meet the needs of our students and community? (Open-ended response)

**Hopes/Aspirations** (What we care deeply about)

*The College has the following overall goals. Please indicate your level of how well you feel the College is meeting these goals.*

<i>Overall Goals</i>	<i>Exceeding Goal</i>	<i>Meeting Goal</i>	<i>Undecided</i>	<i>Barely Meeting Goal</i>	<i>Not Meeting Goal at All</i>
Prepare individuals for their roles as effective tribal members and citizens in a changing and complex environment.					
Integrate, revitalize and preserve Umo <sup>ho</sup> and Isanti culture throughout the college environment, including but not limited to history, Umo <sup>ho</sup> language, Dakota language, games, songs, arts/crafts and the way of life.					
Expose students to and expand the mission driven curriculum in the arts, humanities, communication, sciences,					

mathematics, social sciences, and Native American studies.					
Build skills for lifelong learning.					
Provide an enhanced, sustainable, positive learning environment.					
Organize, manage, and finance higher education for NICC as a model Tribal College.					
Integrate learning in ways that cultivate an individual's understanding and ability to think about large and complex subjects, formulate and analyze valid concepts, solve problems, and clarify values.					

Name two programs and services that would support your dreams for NICC? (Open-ended response)

**Results** (How we know we are succeeding)

In your opinion, how will we know we are succeeding? (Open-ended response)

What do you think NICC will need to achieve our goals? (Open-ended response)

Please select the one that best identifies your affiliation with NICC:

- Faculty & Staff (All NICC Employees)
- Student
- Board of Directors
- Community Member
- Tribal Council
- Alumni
- Vendor or Local Employer
- Other (please specify) \_\_\_\_\_

What is your zip code? \_\_\_\_\_

How old are you? \_\_\_\_\_

What is your gender? \_\_\_\_\_

Are you Native American? \_\_\_\_\_

Preferred method of instruction:

\_\_\_\_\_ On Campus with VTC (video teleconference)

\_\_\_\_\_ On Campus without VTC

\_\_\_\_\_ Blended (Virtual Meeting & Canvas)

\_\_\_\_\_ Virtual Meetings (Teams, Skype, Zoom)

\_\_\_\_\_ Online (Canvas only)

\_\_\_\_\_ Dual-Credit at high school

\_\_\_\_\_ Other (please specify) \_\_\_\_\_

Would you like to share anything else with us? (Open-ended response)