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**To:** [ProvostNotes](#)  
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Good morning!

Now that we have all emerged from last week's frozen tundra, we can get back to our regular routines. Here are a few items of note:

**PTK Awareness Week:** This week is one of two PTK Awareness weeks for the Spring semester. Please wear your PTK t-shirt this week and promote PTK to your students. Don't have a PTK t-shirt? The PTK office can set you up! Either stop by ICE 354 on the Springfield campus, or email [ptk@otc.edu](mailto:ptk@otc.edu).

**Integrated Planning:** Our Strategic Planning and Academic Support teams have been hard at work creating a new system of annual planning that will integrate the various planning activities that academic programs are required to do. Complaints about our current system center around much of the work being duplicative and inadequate time to execute and assess plans because of the yearly cycle. As the new Integrated Planning rolls out, you'll see that these concerns have been addressed through the development of a three-year cycle. In addition to that, the Program Review process will now include operational departments, not just academic programs. More information will flow your way as the roll out continues.

**Dream.Plan.Build:** Our next strategic plan, *Dream.Plan.Build*, was approved in draft form by Strategic Planning Council last week. As Dr. Higdon wrote in yesterday's *Notes*, the two big focus areas are on workforce development and professional development. I'm excited about both initiatives for two reasons:

1. As you may know, we continue to see students who want to quickly learn skills that lead to better employment, and many areas of the college are working together to ramp up efforts to better serve these short-term students. The key is ensuring that training is high quality and can transfer seamlessly to longer-term credentials or degrees should students decide to pursue further education.
2. The focus on professional development will help build a culture of lifelong learning at OTC that we always champion to our students. I'm especially excited that there is a focus on removing barriers to engage in professional learning for every employee, whether full-time, part-time, or adjunct.

**OTC Cares:** The more we dive in and fully embrace the OTC Cares framework, the more we see the fruits of that labor. Last week, a former student of math instructor Kim Kosmicke, sent an email to Dr. Dusty Childress, president of OTC Education Centers. The student wanted Dusty to know just how much Kim had impacted her life in their MTH 128 class last fall. The student wrote:

*I have started math courses before in college and never completed them. I am a mature student and very serious about my understanding of a subject. I want more than a passing*

*grade. I went into the course with high anxiety and a fear of failure. I have taken other online courses where information and due dates from the previous semester were still all the instruction we really had.*

*Enough about me, the subject is Kim Kosmicke. She is a wonderful teacher! She was readily available all hours of the day and dutifully returned text, emails, and phone calls. I could ask her to explain a problem numerous times and she would help me look at it a different way until I understood the problem. She also provided us online students with videos and PowerPoint notes. I cannot express the impact she had on me as a person and the confidence she gave me to be successful. I have not encountered a more dedicated teacher. I got an A in the class, but I was just hoping to pass going in.*

The math this student learned from Kim was likely of less importance than the confidence she gained. We all know how hard it can be for older students who haven't been in school in many years and often lack confidence in their academic abilities. While a student may not remember all they learn in our classes, by our actions and attitudes toward them, they often gain belief in themselves that will be with them every day for the rest of their lives. Well done, Kim!

Have a great week!

Tracy

P.S. On a personal note, I'd like to thank the person who sent me the Compliment Journal. It came on a particularly challenging day, and your note was just what I needed. I don't know who you are, but thank you. It is on its way to its next recipient.