



OAKWOOD UNIVERSITY

Faculty
and Staff
Think Tank

FORWARD ON OUR KNEES

T H E B E G I N N I N G

May 10-12
May 16-18
May 19-20

2016

FORWARD ON OUR KNEES: THE BEGINNING

Leslie N. Pollard, President, Oakwood University

We at Oakwood University continue our 120th year of educational ministry in the endtime. Those spiritual forces presented in the Apocalypse, which array themselves against God's last-day people, will also challenge our last-day mission. These spiritual forces can only be defeated through the power of prevailing prayer—constant, fervent, and vigilant prayer. Together, we lift our corporate voices in prayer on behalf of our beloved Oakwood University.

President: We remember with fondness, that great prayer warrior of yesteryear, who said, "Faith is not an aimless act of the soul, but a looking to God and a resting upon His promises." (From E. M. Bounds, *Classic Collection on Prayer*, 13, Kindle Edition.)

Assembly: God of every inspired promise, we invoke the promise of your presence with us as a pilgrim people. On our march, we look to you for forgiveness and grace. Please, our Father, let the words of our mouths and the meditations of our hearts be acceptable to you, our God!"

President: "As every day demands its bread, so every day demands its prayer. No amount of praying done today will be sufficient for tomorrow's praying. On the other hand, no praying for tomorrow is of any great value to us today. Today's manna is what we need—tomorrow God will see that our needs are supplied." Oakwood, we have nothing to fear for the future, except we forget His leading our past. (Ibid, 8.)

Assembly: God of every good gift to our institution, every day for 120 years, you have provided the daily manna needed by this God-nourished institution. In times of abundance, you have been our source. In times of scarcity, you have been our provider. Our prayer is for our daily bread—our daily blessings, our daily burdens, our daily weal, our daily woe, our daily care, our daily share. Deliver the students onto this campus which you want to have the daily experience of the ministry of Oakwood. Grant us wisdom as we minister to them. We seek you for your wisdom to conduct our ministry to your children."

President: Thus, we receive and reflect on the words of our visionary founder, "You need not go to the ends of the earth for wisdom, for God is near. It is not the capabilities you [Oakwood] now possess or ever will have that will give you success. It is that which the Lord can do for you. We need to have far less confidence in what man can do and far more confidence in what God can do for every believing soul. He longs to have you [Oakwood] reach after Him by faith. He longs to have you [Oakwood] expect great things from Him." (From Ellen G. White, *Christ's Object Lessons*, "Asking to Give," 146.)

Together: God, we humbly accept your promise of wisdom and from You, we expect great things. We beg you to do for us the things we cannot do for ourselves. We promise to go forward on our knees, prayerfully, carefully, and full of hope. And when you have done your greatest work, in our hearts, and on your campus, and in this community, we will be certain to give your Name all the honor, all the glory, and all the praise! Amen, and forever, Amen!

Final food for prayer and thought: "Prayer still works miracles among people and brings to pass great things. It is as true now as when James wrote his epistle, 'The effectual fervent prayer of a righteous man availeth much.' When the records of eternity are read out to an assembled world, then it will be revealed how much prayer has accomplished in this world. Little is now seen of the fruits of prayer compared to all that it has accomplished and is accomplishing. At the Judgment Day, God will reveal the things that were brought to pass in this world through the prayers of the saints. Many occurrences that are now taken as a matter of course will then be seen to have happened because of the Lord's praying ones." (From E. M. Bounds, *Classic Collection on Prayer*, 266, Kindle Edition.)



FORWARD ON OUR KNEES: THE BEGINNING

Tuesday, May 10, 2016

Faculty attend morning session (B&T). Faculty and staff are invited for lunch (MAC). Faculty and staff attend afternoon session (MAC).

8:00 a.m. – 12:15 p.m.

Adventist Human-Subjects Research Association
Conference - Faculty only
(McKee Business & Technology Auditorium)

12:00 – 1:15 p.m.

Lunch (Millet Activity Center)

1:15 – 1:30 p.m.

STANDOUT Break
Mr. Raymond King and Dr. Fiona Lewis

1:30 – 2:00 p.m.

“Forward On Our Knees: The Beginning”
Dr. Leslie Pollard

2:00 – 2:15 p.m.

“The New Quinquennium - The 100 Days Action
Agenda” - Dr. Leslie Pollard

2:15 – 3:45 p.m.

Breakout into Divisions & Workgroups

President’s Office

Dr. Leslie Pollard

Office of Spiritual Life

Dr. Howard Weems

Academic Administration

Dr. Karen Benn Marshall

Financial Administration

Ms. Sabrina Cotton

Research & Faculty Development

Dr. Prudence Pollard

Student Services

Mr. David Knight

Advancement & Development

Ms. Kisha Norris

Information Technology

Mr. Kirk Nugent

3:45 – 4:00 p.m.

Consecration Prayer/Wrap Up – Dr. Leslie Pollard &
Dr. Howard Weems

T H E B E G I N N I N G

THE EMBEDDING OF BIBLICAL FOUNDATIONS

Wednesday, May 11, 2016 - Millet Activity Center

All staff are encouraged to join us for a continental breakfast and worship.

8:00 – 8:30 a.m.

Continental Breakfast

8:30 – 8:40 a.m.

Song Service - Mr. Lewis Jones

8:40 – 8:55 a.m.

Devotional - Dr. Dedrick Blue

8:55 – 9:00 a.m.

Special Music - Ms. Makeda Hampton

9:00 – 9:15 a.m.

“Faculty Development Summer Institute”
Dr. Prudence Pollard

9:15 – 9:30 a.m.

“General Education Student Learning Objective #2
– Biblical Foundations” - Dr. Finbar Benjamin

9:30 – 9:45 a.m.

“Focus on Academic Excellence: A Principled Approach to Biblical Foundations within the Disciplines” - Dr. Karen Benn Marshall

9:45 – 10:00 a.m.

“Why Do We Need Students to Think Biblically?”
Dr. Dedrick Blue

10:00 – 10:30 a.m.

STANDOUT Activity & Nutrition Nugget
Mr. Raymond King and Dr. Fiona Lewis

10:30 – 11:30 a.m.

Presentation on Biblical Foundations
Mr. Ed Zinke, Board Member

11:30 a.m.– 12:00 p.m.

Response/Q & A - Religion Faculty

12:00 – 1:15 p.m.

Lunch

1:15 – 1:30 p.m.

STANDOUT Activity & Nutrition Nugget
Mr. Raymond King and Dr. Fiona Lewis

1:30 – 1:45 p.m.

“Our Charge – How Do We Ensure the Application of Biblical Foundations Within the Varied Disciplines” - Dr. Karen Benn Marshall

BREAKOUT SESSIONS

1:45 – 3:45 p.m.

1:45 – 2:00 p.m.

Schools Convene – Schoolwide charge by Deans

2:00 – 2:45 p.m.

Academic Departments Convene

2:45 – 3:00 p.m.

Break

3:00 – 3:45 p.m.

Schools Reconvene

3:45 – 4:30 p.m.

Schools Report

4:30 – 4:45 p.m.

Response/Q & A - Dr. Karen Benn Marshall

4:45 p.m.

Closing Prayer - Dr. Finbar Benjamin



CORPORATE PRAYER

Thursday, May 12, 2016 - Millet Activity Center

All staff are encouraged to join us for a continental breakfast, worship, and lunch. Staff will join faculty for afternoon session.

8:00 – 8:30 a.m.

Continental Breakfast

8:30 - 8:40 a.m.

Song Service

8:40 – 8:55 a.m.

Devotional - Dr. Jesse Wilson

8:55 – 9:00 a.m.

Special Music - James Williams, '16

9:00 – 9:15 a.m.

“Where Are We Headed?” - Dr. Leslie Pollard

9:15 – 9:30 a.m.

“Focus on Academic Excellence: An Evidence Based Curriculum” - Dr. Karen Benn Marshall

9:30 – 10:00 a.m.

“UNCF Career Pathways Initiative”
Mr. Ryan Smith

10:00 – 10:30 a.m.

STANDOUT Activity & Nutrition Nugget
Mr. Raymond King and Dr. Fiona Lewis

10:30 – 10:45 a.m.

Program Review - Dr. Karen Benn Marshall
“Why do we need to build, refine, remove? What is our rationale? What does the data say?”

10:45 – 11:45 a.m.

IE Reporting
Dr. Finbar Benjamin
“Institutional Scorecard”
“Testing out the Data”

11:45 a.m.- 12:00 p.m.

“Where do we go from here? Using the data to close the loop.” - Dr. Karen Benn Marshall

12:00 – 1:15 p.m.

Lunch

1:15 – 1:30 p.m.

STANDOUT Activity & Nutrition Nugget
Mr. Raymond King and Dr. Fiona Lewis

1:30 – 2:00 p.m.

“Focus on Corporate Prayer”
Dr. Leslie Pollard

2:00 – 2:15 p.m.

“Spiritual Focus on Academics”
Dr. Karen Benn Marshall

2:15 – 2:30 p.m.

“Creation of an Institutional Prayer Scroll”
Dr. Howard Weems

2:30 – 3:15 p.m.

Breakout into Divisions

3:15 – 3:45 p.m.

Divisions Report

3:45 – 4:00 p.m.

Consecration Prayer/Wrap up
Dr. Leslie Pollard

May 16 – 18, 2016

DEPARTMENTAL FOCUS
ON CURRICULUM/PROGRAM REVIEW/GE/QEP
(meet in individual departments)

May 19 – 20, 2016

QEP THINK TANK



THE 100 DAYS

N E X T L E V E L

May 1, 2016-July 31, 2016 Operational Action Plans

The 100 Days Action Agenda is a brief plan which addresses persistent needs and emerging opportunities observed and discovered across the last five years. All plans will move Oakwood University to the next level and will be guided by our values, e.g., “Oakwood commits to integrated planning, internal and external partnering, and collegial action designed to build community and advance mission.”

100 Days Action Agenda Criteria:

1. Vertical and lateral departments and divisions touched by a plan must have input.
2. Every plan must respond to internal data where it exists and is available.
3. Every plan must be collaboratively developed.
4. Leadership guided by 1) skill sets, training, and experience, 2) delivery history, and 3) position.

President's Office

- Deliver a comprehensive prayer-immersion plan which keeps the campus in continual corporate intercessory prayer*.
- Identify and select a Provost who will serve as Chief Operations Officer.
- Deliver a plan to fully implement every module of NeoGov (HRM).
- Deliver a plan to establish HRM as a Strategic Service Partner to our departments.
- Deliver a strategic plan for weekly chapel services on the campus and online.
- Deliver a plan for an SDA Encyclopedia Project Office for Oakwood University.
- Deliver a plan for an Employee Recognition Program—“Catch Them Doing Good”.
- Deliver a plan for a structured Volunteer Program which utilizes our retirees as a resource.
- Deliver a plan for the resurrection and promotion of a Student Missionary Program.
- Deliver a plan for “Let’s Grow, Let’s Go” Assemblies each academic year.
- Deliver a comprehensive study of Faculty and Staff salaries.

Academic Administration

- Identify IE Director
- Deliver the GE Assessment
- Deliver IE Assessment
- Complete a draft of Academic Master Plan—with dates for submissions and roll-out of under graduate and graduate programs
- Deliver a plan requiring 100% Utilization of D2L to deliver content and to manage grades (by full-time, part-time, and contract faculty) in coordination with RFD and
- Deliver a comprehensive recruitment plan.
- Deliver a plan for a comprehensive Student Satisfaction Assessment that connects all major initiatives to Oakwood students
- Deliver a plan to fully maximize the reach and growth of the LEAP and MAPS programs.
- Deliver a plan to eliminate advising complaints by students.
- Deliver a five-year faculty recruitment plan.
- Deliver a plan to ensure quality across teaching, research, and service.
- Deliver a plan for online delivery of certificates—Media Ministry, HRM, Lay Preaching, etc.

Financial Administration

- Deliver a full assessment of the feasibility of the Regional Retirement Plan for Oakwood University.
- Develop architectural plans for Health Action Clinic with August 1 groundbreaking.
- Deliver a full plan for Oakwood Memorial Gardens and Mortuary Science Program.
- Deliver a plan to achieve ISO 9014 status by 2017.



ACTION AGENDA

O P E R A T I O N S

Research & Faculty Development

- Deliver plans for implementing the first-year, post-graduation study of 2016 graduates.
- Deliver a plan to market HC2020 to academies, churches, and conferences in the NAD.
- Deliver a plan to market LifeCore to academies, churches, and conferences in the NAD.
- Deliver a plan to launch Women's Leadership Research to churches and conferences.
- Deliver a plan for five years of faculty exchange to Consortium of African Adventist University Partner schools—dates; times; and persons, etc.
- Deliver a plan for the Annual Faculty Development Summer Institute.

Student Services

- Deliver a plan to assess and improve the quality of residential hall worship in coordination with USM and OSL.
- Deliver a plan to fully implement Noel-Levitz and LifeCore data in system-wide integration, including curricular and co-curricular utilization.
- Deliver a structured plan for HC2020 that integrates student activities and HC2020 Health Ambassador activities.
- Deliver a plan to improve student satisfaction with dining services.
- Deliver a plan to fully implement the Partnership for a Healthier America requirements.
- Identify Health Services Director.

Advancement & Development

- Deliver a plan for effective internal vertical and lateral communication within our campus environment.
- Deliver capital fundraising plan for the Health and Wellness Center.
- Deliver an updated comprehensive Customer Care plan that addresses recurring complaints.
- Deliver and publish a plan for the regular and systematic updating of the University website, with protocols and processes for postings via University outlets.
- Deliver a plan to complete Campus-wide graphics standards for departments and divisions.
- Deliver a plan to fully integrate marketing across our radio, media, IT, and printed platforms.
- Deliver a plan for an electronic administrative calendar for President's Council.

Information Technology

- Deliver data warehousing and fully implement dashboards.
- Deliver a comprehensive plan for the global ministry of OUBN—mission, focus, function, funding, etc.
- Complete HRIS system implementation.
- Deliver a project tracking software solution for administrative projects and assignments

Next Steps . . .

1. The 100 Days Action Agenda template will be developed by K. Marshall, S. Cotton, P. Pollard, and K. Nugent.
2. Commence work groups on plans during May 2016 Think Tank.
3. Plans submitted to President's Office by June 30, 2016.
4. Plans to be presented and reviewed by faculty and staff at Colloquium on August 3, 2016.
5. Plans will be ranked as follows:
 - A - Implement by August 3 where funding allows (remember budget year begins July 1, 2016)
 - B - Implement by January 1, 2017
 - C - Implement by July 1, 2017

*"Forward on our Knees" will include daily prayer warriors positioned across campus, monthly sessions of corporate intercession at the first chapel of every month (offices closed, every employee requested to attend, no departmental or divisional meetings scheduled). Prayer scroll and testimonies to include Faculty Assembly and Staff Meeting. OSL will organize a planning team specifically for this monthly chapel.



OAKWOOD UNIVERSITY

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