



ANNUAL PLAN

Fiscal Year 2024



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Fiscal Year 2024

Office of Planning and Institutional Effectiveness

College of DuPage
425 Fawell Blvd.
Glen Ellyn, IL 60137

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General Counsel

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Administrative Affairs

CORE INSTITUTIONAL STATEMENTS

PHILOSOPHY

College of DuPage believes in the power of teaching and learning. We endorse the right of each person to accessible and affordable opportunities to learn and affirm the innate value of the pursuit of knowledge and its application to life. Our primary commitment is to facilitate and support student success in learning.

College of DuPage is committed to excellence. We seek quality in all that we do. To ensure quality, we are committed to continual assessment and self-evaluation.

College of DuPage values diversity. We seek to reflect and meet the educational needs of the residents of our large, multicultural district. To this end, we recognize the need for freedom of expression and that facts, arguments, and judgments should be presented, tested, debated, challenged, deliberated, and probed for their objective truth in the marketplace of ideas. Every College individual owes a duty to exercise his or her own individual judgment; and to permit others to exercise that same freedom of conscience.

We recognize the importance of embracing individual differences and cultures and value the contributions made to the College by people of all ethnic and cultural backgrounds. We affirm our role as a catalyst for promoting dialogue and tolerance.

College of DuPage promotes participation in planning and decision-making. We support participatory governance and the involvement of the College community in the development of a shared vision. We believe that all students, employees, and residents can make meaningful contributions within a

respectful environment that encourages meaningful discourse.

We strive to build an organizational climate in which freedom of expression is defended and civility is affirmed. College of DuPage is a benefit to students and our community. The needs of our students and community are central to all we do.

VISION

College of DuPage will be the primary college district residents choose for high quality education.

MISSION

The mission of College of DuPage is to be a center for excellence in teaching, learning and cultural experiences by providing accessible, affordable and comprehensive education.

VALUES

INTEGRITY: We expect the highest standard of moral character and ethical behavior.

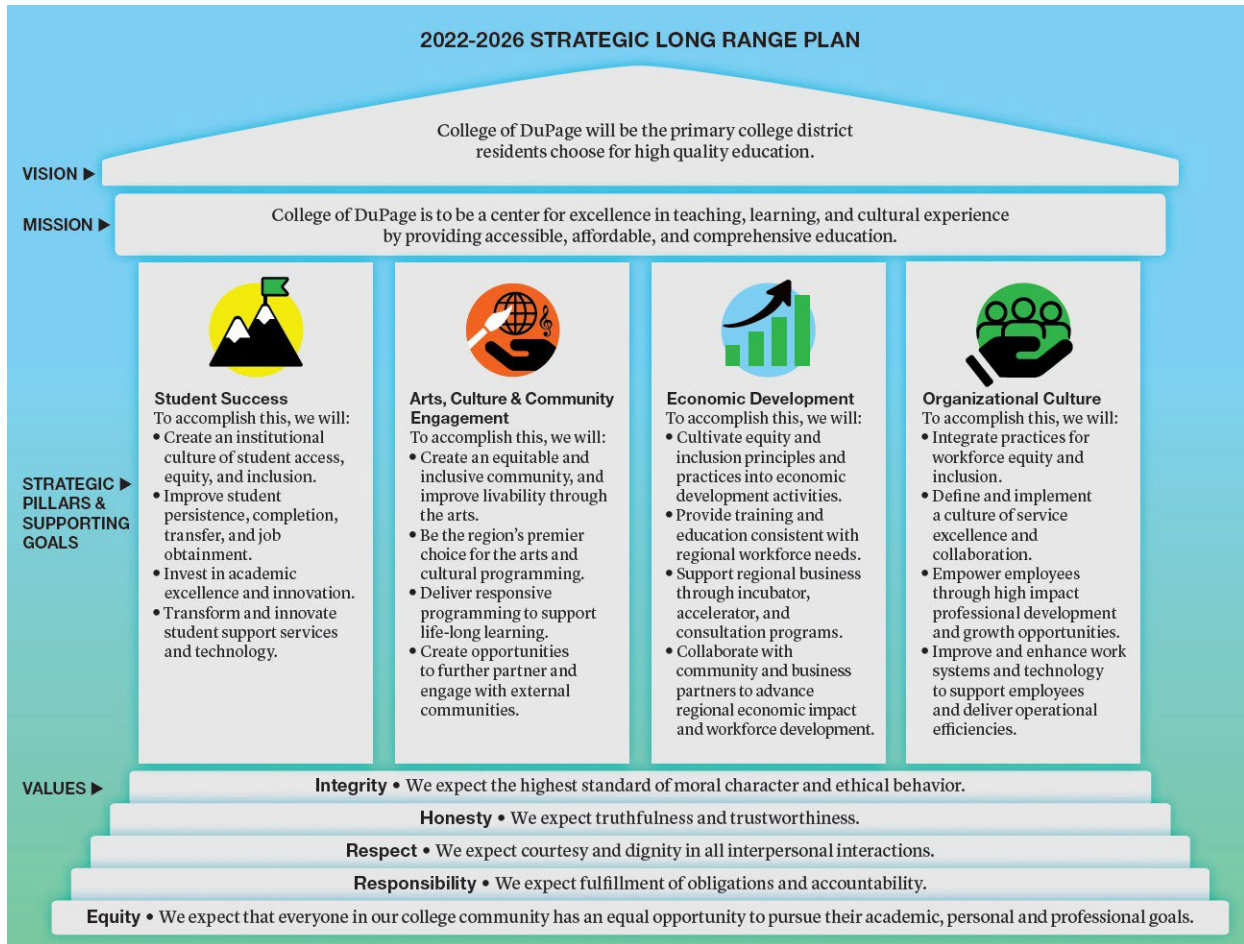
HONESTY: We expect truthfulness and trustworthiness.

RESPECT: We expect courtesy and dignity in all interpersonal interactions.

RESPONSIBILITY: We expect fulfillment of obligations and accountability.

EQUITY: We expect that everyone in our college community has an equal opportunity to pursue their academic, personal and professional goals.

COLLEGE OF DUPAGE
Fiscal Year 2022-2026 STRATEGIC
LONG RANGE PLAN
Approved by Board of Trustees: July 16, 2020



Strategic planning at College of DuPage (COD) is a continuous process that guides the direction of the institution and provides evidence of progress made towards advancing our mission and achieving our vision. The foundation for the College's Strategic Long Range Plan (SLRP) are the Values of Integrity; Honesty; Respect; Responsibility; and Equity. Sitting upon the solid foundation of those values are four Strategic Pillars. The first three Strategic Pillars: *Student Success*; *Arts, Culture & Community Engagement*; and *Economic Development* are outward facing, whereas the fourth Strategic Pillar: *Organizational Culture* is inward facing. Broadly stated, these four Strategic Pillars are what the College must achieve to remain competitive and ensure its long-term success.

By definition, pillars provide strength and support for something. In the case of the College's strategy formulation, the Strategic Pillars hold up the College's vision and mission. Remove one of the Strategic Pillars, and the Vision and Mission are at risk of collapse.

Administrative Affairs

Cabinet Officer: Ellen M. Roberts	
Strategy #1: Initiate Ellucian Strategic Alignment Process.	
KPI: Increase in end user satisfaction as measured by survey.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Review report from Spring 2023 engagement and identify gaps with Ellucian products.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Prioritize potential projects based on strategic value and resource availability.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Create action plans for addressing priority areas of concern.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Complete action plans/ensure outcomes meet objectives.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Ellen M. Roberts	
Strategy #2: Deployment of officer worn body cameras.	
KPI: Successful implementation of body cameras prior to calendar year 2025.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Identify vendor for body cameras.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Develop policies for body camera use.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Train officers in body camera use.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Engage College community through outreach regarding body camera capabilities.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Deploy body cameras.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
6. Evaluate compliance and effectiveness.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Ellen M. Roberts	
Strategy #3: Enhance procurement processes through implementation of a new e-procurement system.	
KPI: Implement a seamless request-to-payment system.	
SLRP Pillar Alignment: (Pick only one)	
<input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Initiate RFP Process.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Select vendor.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Implement and test system in test environment.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Provide training to all end users.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Implement system in production environment.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Ellen M. Roberts	
Strategy #4: Pilot implementation of Projects Accounting Module in Colleague ERP Systems.	
KPI: Projects module is running on daily basis, integrating all relevant parts of Colleague (procurement, payables, reporting, etc.).	
SLRP Pillar Alignment: (Pick only one)	
<input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Select department to pilot module.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Conduct discovery/planning meetings with department and working group in pilot.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Implement steps with working group and all relevant departments.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Assign project numbers to transactions.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Evaluate if reports are needed/review capabilities in Colleague Self-Service.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
6. Implement project numbers on day-to-day basis.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Ellen M. Roberts	
Strategy #5: Capture and monitor Facilities Department BEP spend data to ensure annual BEP goals are met.	
KPI: BEP Spend by Facilities is captured, analyzed, and reported in the College's Annual BEP Report to the State.	
SLRP Pillar Alignment: (Pick only one)	
<input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Identify data requirements and set BEP goals.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Develop departmental process to capture BEP data from all relevant purchases and communicate to appropriate personnel.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Implement data capture.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Evaluate at mid-point to determine if gaps have occurred and review YTD vs. goals status.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th

General Counsel

Cabinet Officer: Lilianna Kalin	
Strategy #6: Enhance legal compliance through tracking and monitoring with implementation of High Q database.	
KPI: Reduce non-compliance of required reporting.	
SLRP Pillar Alignment: (Pick only one)	
<input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Complete customization of High Q database for GC Office including legal intake and compliance tracking.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Implement and test software with roll out to the Cabinet.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Develop training and roll out plan for COD community.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Roll out High Q compliance tracking.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Lilianna Kalin	
Strategy #7: Develop and implement training and development programs with key College stakeholders.	
KPI: Provide training on legal issues to various constituent groups to reduce institutional risk and non-compliance with applicable laws.	
SLRP Pillar Alignment: (Pick only one)	
<input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Meet with key stakeholders including HR, Marketing, Procurement to identify relevant legal issues and topics, i.e., implementing discipline, due process rights, social media monitoring, understanding copyrights and trademarks, contract drafting, navigation rights under the ADA.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Prioritize and develop training and method of delivery (Cornerstone, roundtable discussions, In-service).	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Finalize and roll-out training calendar.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Evaluate training program with participant feedback.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Human Resources

Cabinet Officer: Ellen M. Roberts	
Strategy #8: To develop and implement training and professional development programs in accordance with the College’s priorities, goals, and objectives.	
KPI: Training and development provided based on identified College needs.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Provide training and development in support of identified needs of COD leaders (e.g., operational, transformational, interpersonal).	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Train employees on procedures and systems as identified by the Process, Procedures, and System Improvement Task Force or other College avenues.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Support the Director of Diversity, Equity, and Inclusion in providing identified training and development.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Ellen M. Roberts	
Strategy #9: Improve and enhance HR work systems and technology to support employees and deliver operational efficiencies.	
KPI: Use of metrics on various HR functions to identify obstacles to improve response time and efficiency.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Review all HR forms to ensure consistent formatting and signing capabilities (digital).	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Evaluate all HR processes to optimize use of existing HR technology or forms transitioning towards collecting only electronic final documents for personnel files.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Research appropriate options for fewer locations for all HR service functions with a consistent user interface.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Review HR systems for optimization plans for the duration of the contracts.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Develop and track metrics on job evaluation completion rates to obtain an average expected duration.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Ellen M. Roberts	
Strategy #10: Enhance employee and labor relations to foster effective people management.	
KPI: Development of administrative procedures, guidebooks and department processes o support employee and labor relations.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Acquire a software solution that will track and provide relative reports regarding employee matters and terminations.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Track and analyze data points of employee relations matters to identify trends, areas of opportunity and gaps. Develop action plans to address.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Review guidebooks and Administrative Procedures in collaboration with OGC to clarify, consolidate, and/or eliminate verbiage in an effort to enhance consultation to supervisors on policies, procedures, and best practices.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Develop and submit revised guidebooks and Procedures for approval.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Deploy and communicate changes to guidebooks and Procedures.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Ellen M. Roberts	
Strategy #11: Support and participate in the development and implementation of the Diversity, Equity, and Inclusion efforts to create alignment and commitment across the College.	
KPI: College policies, procedures, and employment laws will be aligned to the College’s DEI strategy and Kaleidoscope’s deliverables from the Year 2 Project Plan.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Work with Director of DEI to complete the project plan as provided by Kaleidoscope.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Continue internal DEI training for the Human Resources team.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th

Institutional Advancement

Cabinet Officer: Walter J. Johnson	
Strategy #12: Increase over all fundraising results by 2.5%.	
KPI: Secure \$12M via multiple revenue streams to meet and/or exceed FY23 Institutional Advancement grant and College of DuPage Foundation budget goals.	
SLRP Pillar Alignment: (Pick only one) <input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Increase annual giving revenue by 2%.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Increase COD employee giving participation and donation revenue by 2%.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Increase by 2.5% the amount of revenue and the number of corporate and corporate/private foundations that contribute to COD Foundation initiatives.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Increase arts and culture revenue by 2%.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Collaborate with Foundation to align and streamline fundraising efforts.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Walter J. Johnson	
Strategy # 13: Increase in person meetings, direct contact, and overall communication with current donors and prospective donors.	
KPI: Achieve overall retention rate above 65%.	
SLRP Pillar Alignment: (Pick only one) <input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Implement the annually revised communication, fundraising, and event fundraising/stewardship plan and mailing sequence calendar.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Maximize use of the donor database.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Develop and implement a plan to meet with faculty and staff donors to retain partnerships as well as grow retention and future philanthropic opportunities.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Continue to build opportunities for alumni/affinity group engagement.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Walter J. Johnson	
Strategy #14: Increase alumni donations fundraising results by 3.5%.	
KPI: Secure \$350,000 in donations from alumni, alumni events and associated initiatives.	
SLRP Pillar Alignment: (Pick only one)	
<input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Expand the Chaparral Alumni Network Executive Committee by 3 members.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Increase Alumni donors by 3%.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Expand the Chaparral Alumni Network board by 15 members.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Increase alumni participation in the Chaparral Alumni Network golf outing to 10%.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Create and execute a minimum of 3 off-site Alumni events.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
6. Update the Alumni data base to include accurate contact information for alumni.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
7. Grow the Alumni database to include all 2024 graduates.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th

Office of the President

Cabinet Officer: Wendy McCambridge	
Strategy #15: Engage strategically with state, federal and local elected officials on issues of interest to the College of DuPage.	
KPI: Event or meeting, held in-person or virtually, with elected officials in attendance	
SLRP Pillar Alignment: (Pick only one)	
<input type="checkbox"/> Student Success <input checked="" type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Hold Annual Elected Officials Event/Meeting on main or satellite campus.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Planning, Performance, and Technology

Cabinet Officer: TBD	
Strategy #16: To advance a culture of performance excellence.	
KPI: Six Completed ADLI Assessment Projects	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Continue to provide ADLI education across the college.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Continue to train Process Facilitators.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Solicit and select additional ADLI projects.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Share result and best-practices with college community.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: TBD	
Strategy #17: Ensure that all external regulatory/accreditation reporting is accurate and timely.	
KPI: All reports submitted by due dates.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Coordinate activities with HR, Finance, Financial Aid, etc., to submit annual ICCB reports.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Complete HLC Annual Update.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Complete and submit NCCBP update	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Provost

Cabinet Officer: Mark Curtis-Chávez	
Strategy #18: Increase Headcount by 1% and FTE by 1%.	
KPI: Student enrollment (Headcount & FTE).	
SLRP Pillar Alignment: (Pick only one) <input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Employ <i>Just One More</i> campaign to increase the number of credit hours students take.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Increase dual-credit enrollment by 4%.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Re-engage Stop Outs through surveys, social media, and direct contact.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Increase the number of CE students taking credit courses.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Increase enrollment events that attract target audiences.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Mark Curtis-Chávez	
Strategy #19: Increase retention by 1%.	
KPI: Student retention rate.	
SLRP Pillar Alignment: (Pick only one) <input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Implement case management advising.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Implement up to two big bets from the Completion Committee.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Institutionalize FYE Course.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Universalize <i>COD Connects</i> .	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Implement predictive analytics for student retention and completion.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
6. Implement required student milestones for completion.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
7. Implement an Enrollment Management communication plan that includes a cycle of messaging aligned with key semester call to action reminders, such as Milestones, for continuing students.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Mark Curtis-Chávez	
Strategy #20: Serve the Community through Economic Development and support.	
KPI: Increase outreach with local industry and public entities as noted in the Action Steps.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input checked="" type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Serve 35 companies through business acceleration programs.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Serve 55 companies through business incubation.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Serve 1,200 clients through BDC.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Expand Department of Labor approved Registered Apprenticeship programs in three industry sectors (Project Hire-Ed).	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Mark Curtis-Chávez	
Strategy #21: To be the region's premier center for arts and cultural events.	
KPI: The local and surrounding community will be engaged in arts and cultural activities and express their satisfaction with programming.	
SLRP Pillar Alignment: (Pick only one) <input type="checkbox"/> Student Success <input checked="" type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Identify and contract with a District 502 community partner for a two-year collaboration in the DuPage Public Arts Partner program.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Plan, promote, and fundraise \$100,000 to support the arts through grants/donations/sponsorships.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Curate, produce, and promote an innovative season of 12 (monthly) cultural programs, shows, events, lectures, and talks.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Program the next large exhibition and outline the event for promotional purposes.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Public Relations, Communications, and Marketing

Cabinet Officer: Wendy E. Parks	
Strategy #22: Impact the enrollment and marketing funnels through various integrated communications targeted campaigns.	
KPI: Increase student engagement via paid and non-paid media by 2% over FY 2023.	
SLRP Pillar Alignment: (Pick only one) <input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Implement the dual credit marketing plan.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Further integrate the search engine optimization (SEO) plan for the website.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Continue the implementation of the integrated marketing and communications plan.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Wendy E. Parks	
Strategy #23: Strengthen the College’s value proposition, brand awareness and equity in support of its mission, vision, values, and the strategic long-range plan.	
KPI: Increased end-user engagement by 3% over FY 2023	
SLRP Pillar Alignment: (Pick only one) <input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Arts, Culture & Community Engagement <input type="checkbox"/> Economic Development <input type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Strengthen community engagement partnerships throughout District 502.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Further promote COD through paid and non-paid media.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Enhance end-user engagements through creating compelling content via the COD website and official social media channels: Facebook, LinkedIn, Instagram, Twitter, and YouTube.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

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