



ANNUAL PLAN

Fiscal Year 2025

 College of DuPage



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Fiscal Year 2025

Office of Planning, Performance, and Technology

College of DuPage
425 Fawell Boulevard
Glen Ellyn, IL 60137

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Chief Organizational Culture Officer

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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 educate, enrich and empower our communities for success.

VALUES

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

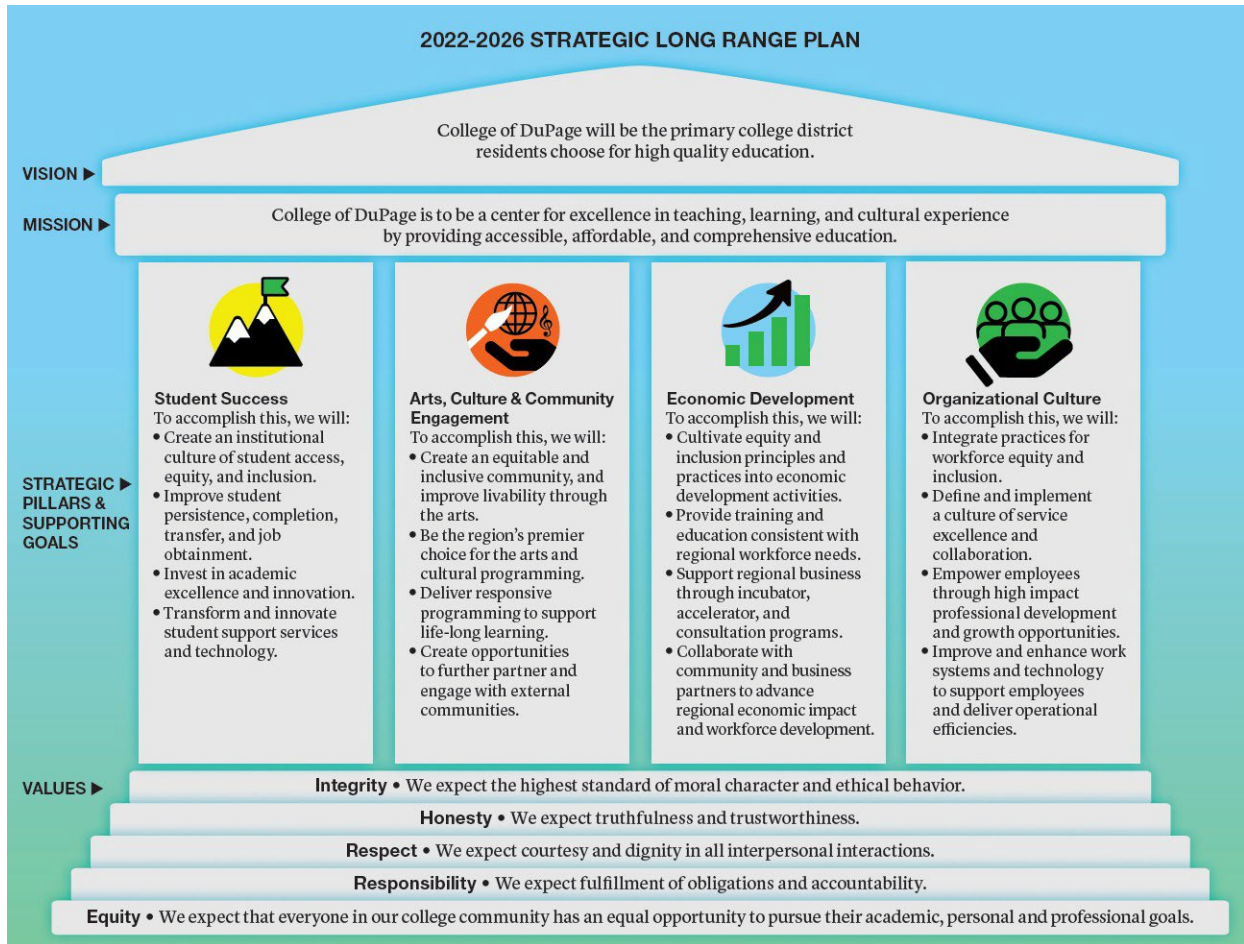
HONESTY: We expect truthfulness and trustworthiness.

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

RESPONSIBILITY: We expect fulfillment of obligations and accountability.

EQUITY: We strive to remove barriers to empower all to achieve their 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	
Action #1: Renovate the Student Services Center.	
KPI: Complete the renovation of the Student Services Center.	
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. Ensure all floors are operational.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Move all service offices to their new SSC locations.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Relocate Brew 425 (coffee café) to its new SSC location.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Dismantle all temporary spaces previously constructed to support the renovation project.	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	
Action #2: Change the College's Employee Expense Reimbursement Policy/Procedure to account for per diems for meals and incidental expenses, as opposed to actual expenses incurred.	
KPI: Implementation of a simplified process for filing expense reports, resulting in increased user satisfaction.	
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. Test the Concur system for change to per diems.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Change College Policies/Procedures to accept per diems for meals and incidental expenses.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Test actual transactions in Concur for per diems.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Final implementation of per diems college wide.	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	
Action #3: Ensure compliance with SAFE-T Act law enforcement training mandates.	
KPI: All sworn personnel are compliant with SAFE-T Act law enforcement training mandates.	
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. Reassess annual department training curriculum to ensure compliance with SAFE-T Act.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Ensure department instructors are certified through ILETSB.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Create/adopt ILETSB approved training outlines for all department facilitated trainings.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Facilitate department training in accordance with SAFE-T Act training mandates.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Continuously monitor and manage individual officer training records to ensure compliance.	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	
Action #4: Implement new vending program for the College community.	
KPI: Successful implementation of new vending program.	
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 checked="" type="checkbox"/> Organizational Culture	
Action Steps	Anticipated Completion
1. Survey College community to determine customer needs.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Develop RFP specifications based on the needs of the College community.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Release RFP to seek the best program and pricing for vending services.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Secure supplier and implement new program without interruption in service.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Seek satisfaction feedback from Dining Services Advisory Committee.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

General Counsel

Cabinet Officer: Lilianna Kalin	
Action #5: Implement technology to enhance legal compliance and tracking of legal matters.	
KPI: Measure and identify high risk areas.	
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. Plan layout and objective of legal intake portal and compliance tracking system.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Collaborate with IT on in house software solution based on developed layout and objectives.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Design intake portal and dedicated GC website.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Test rollout with Cabinet and key users.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
5. Develop training 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
6. Collaborate with marketing and communications to communicate new intake portal.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
7. Roll out intake portal.	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	
Action #6: Develop and implement training for various constituent groups with key College stake holders.	
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, Academic Affairs to identify relevant legal issues and topics.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Develop training content and method of delivery.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Create training calendar and identify constituent groups based on subject matter area.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Rollout training sessions with feedback evaluation from participants.	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: Bill Dial	
Action #7: Employee Training.	
KPI: Formulate and implement a comprehensive training and development framework for the College with a corresponding training and development strategic 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. Create a framework to include skills training for the classified staff.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Create a framework to include a Leadership Academy for current and aspiring leaders at the College.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Complete the roll out of initial Managing in the Community College leadership cohort.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Bill Dial	
Action #8: Align classification/compensation structures of the College to continue the creation of a culture of total rewards.	
KPI: Completion of work with classification/compensation consultant and begin implementation of recommendations.	
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. Finish work of a classification/compensation study.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Begin the rollout/implementation of compensation recommendations.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Begin the comprehensive position description revisions to align with classification schema.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Bill Dial	
Action #9: Codify key HR processes to support the College mission.	
KPI: Begin the process mapping of key HR processes.	
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 and process map four to seven key HR processes.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Institutional Advancement

Cabinet Officer: Walter Johnson	
Action #10: Advancement Strategic Plan. Increase grant support to provide greater resources for innovative programs, academic enhancements, and student success.	
KPI: Increase grant revenue by \$312,250 to a total of \$12,802,250 (2.0% increase over FY24).	
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 the retention rate on renewable grants.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Increase the number of grants applied for versus FY24.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Increase the number of corporate and private foundation grants applied for.	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 amount of private foundation and corporate grants dollars secured.	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 grant support 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 Johnson	
Action #11: Increase the overall donor and renewable grant retention rate.	
KPI: Achieve a retention rate of at least 62%.	
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. Create employee giving engagement opportunities.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Develop and implement a plan to meet with local, state, and federal funding entities to generate interest and funding for innovative programs and student success.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Implement the annually revised communication, fundraising, and event calendar.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Build new 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
5. Revise and update the annual stewardship plan and mailing sequence calendar.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
6. Create updates and more uses of the donor database.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th

Cabinet Officer: Walter Johnson	
Action #12: Increase alumni engagement and giving participation with COD programs, scholarships, and alumni board activities.	
KPI: Increase donations and fundraising results by 2.0% and secure \$300,000 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. 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
2. Grow the audience and attendance at the COD Distinguished Alumni Awards.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Increase the Alumni Golf Outing revenue by 5%.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Expand the Alumni Executive Committee to include a full Alumni Network Board.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Build and execute a Raising Alumni strategy and engagement plan.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Office of the President

Cabinet Officer: Wendy McCambridge	
Action #13: Engage strategically with state, federal, and local elected officials on issues of interest to the College.	
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 an annual elected officials event/meeting on the main or a satellite campus.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Nevien Shaabneh	
Action #14: Refine the Diversity, Equity, Inclusion and Belonging (DEIB) Plan.	
KPI: Develop five to six specific goals that align with the State of Illinois mandates and the needs of the College.	
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 COD Illinois Equity in Attainment Core Team and Respect, Inclusion, Support, and Equity Team to formulate specific goals.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Collaborate with Marketing & Communications to develop communication of the DEIB plan for the 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: Nevien Shaabneh	
Action #15: Promote employee awareness of DEIB.	
KPI: Create opportunities for education and/or dialogue around DEIB.	
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. Create and implement the second phase of educational sessions for employees.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Create and execute at least two open-dialogue sessions around DEIB topics.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Streamline DEIB terminology across communication channels.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th

Planning, Performance, and Technology

Cabinet Officer: Keith Tyrka	
Action #16: Technology roadmap and review.	
KPI: Continue technology strategic plan to review, implement, optimize, and secure systems.	
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. Define technology plan for at least two major applications, including documenting current design, data flow maps, and outputs.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Complete application documentation for assigned app #1	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Complete application documentation for assigned app #2.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Complete FY25 IT Plan projects.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Implement Security Operations Center (SOC) solution.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th

Cabinet Officer: Keith Tyrka	
Action #17: Implement Enterprise Planning (ERP) Modernization Process	
KPI: Begin implementation phase and surrounding deliverables with Phase 1	
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. Sign contract with Ellucian to begin Phase 1.	Quarter: <input checked="" type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
2. Assign internal Project Management Resources to run project.	Quarter: <input type="checkbox"/> 1 st <input checked="" type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
3. Complete internal systems review with vendor.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input type="checkbox"/> 4 th
4. Launch updated applications tied to Phase 1.	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-Chavez	
Action #18: Increase Retention by 1%.	
KPI: 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. Establish completion goal.	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 Completion Committee recommendations.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Develop up to two big new bets from Completion Committee.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Institutionalize the First-Year Experience Course.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Provide individual Student Success Rate (SSR) and Course Completion Rate (CCR) data to all faculty and facilitate discipline meetings to analyze variances.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
6. Implement case management advising for First-Time-in-College students.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
7. Promote mental health support and resources through targeted on campus events.	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	
Action #19: Increase Headcount by 1%.	
KPI: Student enrollment (Headcount).	
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. Streamline the infrastructure for the Enrollment Center to reduce barriers for students.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Implement coaching structure for onboarding students.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Update the enrollment funnel for more comprehensive onboarding data and tracking.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Launch Zero Textbook Cost degree.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Expand high school partnerships and visits to increase in-district enrollment.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
6. Enhance communication to high school students via DualEnroll, social media, website, and high school portals.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
7. Implement updated divisional strategic enrollment management plans.	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	
Action #20: Dual Credit Expansion.	
KPI: Increase the number of dual credit courses offered by high schools by 2% and increase the number of high school students taking dual credit courses by 3%.	
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. Host additional faculty-led campus visits/tours.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Enhance communication to students via DualEnroll, social media, website, and high school portals.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Increase high school outreach.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Offer dual credit/dual enrollment at the Centers.	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	
Action #21: Engage the community in artistic and cultural activities.	
KPI: Host over 80,000 people at the McAninch Arts center in a variety of experiences including performance and visual art. Maintain satisfaction rate of over 80% as measured by customer feedback surveys. Secure world-class summer art exhibition, with supporting 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. Present the MAC touring performance series.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Present the New Philharmonic series.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Present a large-scale, summer-long art exhibition.	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	
Action #22: Serve the community through economic development and support.	
KPI: Increase outreach with local industry and public entities.	
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. Incubate no less than 50 new member companies through ID incubation.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Accelerate no less than 30 new companies through ID Owner-to-CEO program.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Serve no less than 1,000 businesses through Business Development Center advising, events, and workshops.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
4. Reach out to 60 regional employers about work-based learning and apprenticeship options.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
5. Expand Department of Labor-approved registered apprenticeship programs in three new fields.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
6. Support 100 employees in DuPage County in an apprenticeship or work-based learning capacity.	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 Parks	
Action #24: 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 FY24.	
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. Develop marketing and communications plan for dual enrollment.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Create a public relations plan to enhance the search engine optimization plan for the new website design.	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 Parks	
Action #25: Enhance community engagement and partnerships throughout District 502.	
KPI: Increase engagement and partnerships by 2% over FY24.	
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. Conduct an analysis of our current community partnerships.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
2. Develop a list of gaps in engagement.	Quarter: <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input checked="" type="checkbox"/> 4 th
3. Strengthen existing and identify new mutually beneficial partnerships.	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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