

**Organizational Report on Goals 2021-22**  
**Danville Area Community College – FINAL**

<b>Matrix Strategy</b>	<b>Master Plan</b>	<b>Department Goal</b>	<b>Outcome 2021-22</b>	<b>Next Step</b>
I.A--1. For the HLC’s focused visit in October, prepare and present materials via a SharePoint repository that meets the 3A, 4B, and 5D Criteria.	Information Technology Strategic Plan, 2018-2024	Operations and Web Services: Fully implement SharePoint.	SharePoint operational in advance of the Oct. 4, 2021, Focused Visit by the HLC, containing all required documents in a secure Intranet.	Reorganize SharePoint’s document system in advance of the HLC’s periodic review in March 2024.
I.A--1. For the HLC’s focused visit in October, prepare and present materials via a SharePoint repository that meets the 3A, 4B, and 5D Criteria.	Academic MP: Improve pedagogy and success rate	Academic Affairs: Successfully demonstrate compliance with the “focus” criteria during the HLC’s Oct. 4 visit.	The visiting team saw significant enough progress in criteria 3A, 4B, and 5D to recommend no further follow-ups.	Preparing criteria-based committees in advance of the HLC’s comprehensive review on Mar. 4, 2024.
I.A-2. Launch co-curricular assessment, continue updating learning outcomes and articulate the relationship between course, program and general education outcomes using curriculum maps.	Academic MP: Improve pedagogy and success rate	Academic Affairs: Develop a unified process for documenting course, program and co-curricular student-learning outcomes.	Through the efforts of the faculty, DACC successfully prepared and documented student-learning outcomes for courses, programs, and co-curricular activities.	Continue to develop “closing the loop” models in advance of the HLC’s Mar. 4, 2024, receipt of a comprehensive report.

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I.A-2. Launch co-curricular assessment, continue updating learning outcomes and articulate the relationship between course, program and general education outcomes using curriculum maps.	Academic MP: Improve pedagogy and success rate	Math, Science, Health Professions: Earn accreditation for Health Information Technology.	Program received a perfect score from the national accrediting body, CAHIIM. HIT conducted a gap analysis to ensure curriculum and assessment were in alignment with the CAHIM standards	Investigate migration of CMA to Hoopston Center.
I.A-2. Launch co-curricular assessment, continue updating learning outcomes and articulate the relationship between course, program and general education outcomes using curriculum maps.	Academic MP: Improve pedagogy and success rate	Math, Science, Health Professions: Assess nursing program's success in learning outcomes.	Nursing conducted a gap analysis to ensure that curriculum was in alignment with NLN and QSEN standards.	Review existing student learning outcomes for nursing courses.
I.A-2. Launch co-curricular assessment, continue updating learning outcomes and articulate the relationship between course, program and general education outcomes using curriculum maps.	Academic MP: Improve pedagogy and success rate	Operations: Institutional Research group will receive and process Assessment data from Assessment Champions	Assessment of student learning has been completed. Raw data will be sent to IR for cleaning, processing, and reporting.	Collect (improved) student learning assessment data

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I.B-1. Revise the academic-services master plan.	Academic MP: Increase Enrollments and Net Revenue	Academic Affairs: Develop a five-year academic masterplan.	Introduced DACC Academy as a component of the master plan—an outline of the full gamut of courses and programs available to high-school students.	DACC Academy will be a component in the Academic Services Master Plan.
I.B-2. Introduce Weekend College to target working and adult learners.	Academic MP: Increase Enrollments and Net Revenue	Academic Affairs: Increase Enrollments and Net Revenue	Based on low interest in “Saturday Six Packs,” the College will review and reengineer the weekend-college model.	Academic Affairs will meet with target markets to develop a strategy for attracting adult learners to times and days that are convenient to them.
I.B-3. Implement new and enhanced learning communities, Saturday 6-packs, and 8-week courses.	Academic MP: Increase Enrollments and Net Revenue	Student Services: Enter into articulation agreements that allow students to complete bachelor’s degrees without leaving the region.	Entered into an articulation agreement with Southern Illinois University to offer full programs in six high-demand fields: accounting, business administration, criminal justice, psychology, health-care management, and radiologic sciences. Degree completion is online	Explore other online completer programs within the 12-university Illinois system.
I.B-3. Implement new and enhanced learning communities, Saturday 6-packs, and 8-week courses.	Academic MP: Increase Enrollments and Net Revenue	Math, Science & Healthcare Professions: Introduce new programs that attract enrollment.	MSHP added a mathematics 8 week couplet for both fall and spring. We also hosted bio/phys sci, API/APII, API/Microbiology 8 week couplet. Online Dual	MSHP will be offering PHYS142 as well as MATH115 for dual enrollment.

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			enrollment project with the Schlarman Academy.	
I.B-4. Investigate DACC's role in the early-childhood-education consortium and the development of a transferable AAS degree.	Academic MP: Support Regional Workforce Development	Liberal Arts: Prepare a proposal as a member of the State's Early Childhood Education consortium	With the State allocating more than \$600,000 to DACC to support participation in the consortium, the College has developed an application that includes a request to hire a program coordinator.	Investigate the community need and student market for a fully transferable associate in applied science in early-childhood development.
I.B-5. Provide high-demand options for articulation, inc. 3 + 1 programs and hospitality/restaurant management.	Academic MP: Respond to local and regional demand	Liberal Arts: Develop music programs for career and transfer.	Based on his sabbatical work, Dr. Simonson developed new music programs: an AAS in music performance, an AFA in music education, an AAS in music business and media production, and certificates for each.	The programs and certificates were approved by the DACC Curriculum Committee and await State-wide ICCB approval.
I.B-5. Provide high-demand options for articulation, inc. 3 + 1 programs and hospitality/restaurant management.	Academic MP: Provide local access to bachelor's degrees	Business & Tech: Develop transferable career programs.	Entered into an articulation agreement with Southern Illinois University for a transferable AAS to a bachelor's degree in Industrial Management and Applied Engineering.	Promote degrees in Manufacturing Engineering Technology, Advanced Manufacturing, and Wind Technology.
I.B-6. Explore a teaching & learning center.	Academic MP: Improve pedagogy and success rate	Academic Affairs: Conceive of a Teaching and Learning Center that is virtual rather than housed in a physical location.	Developed a plan to hire faculty to serve as TLC champions who will provide online training.	Hiring of three champions is underway and should be completed by the fall semester.

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I.C- 1. Investigate technical programs and certificates to meet the demand of future industry sectors (i.e., casino, electric-automobile maintenance).	Academic MP: Improve students' job readiness through career and technical programs	Operations: Corporate Education will lead training for Casino employees.	In advance of the Casino's March 2023 grand opening, Golden Nugget and Wilmore staff have begun laying the groundwork for DACC to their training needs	<ul style="list-style-type: none"> <li>•Work with committee, which includes casino owners, to assess needs, develop training program and outfit a DACC Casino Training Center</li> <li>•4 week courses on table games, security/surveillance and slot machine technician/attendant</li> <li>•Training location has been identified</li> <li>•Gaming license has been approved – working with parent company to approve curriculum</li> <li>•Create marketing materials for train the trainer programs</li> </ul>
I.C- 1. Investigate technical programs and certificates to meet the demand of future industry sectors (i.e., casino, electric-automobile maintenance).	Academic MP: Improve students' job readiness through career and technical programs	Math, Science, Health Professions: Merging CNA with RN nursing to allow for better laddering.	Developed a Health Professions Exploration Certificate, which is designed to give C.N.A. graduates a better understanding of the various healthcare roles as well as provide basic healthcare content that will assist in bridging the gap between C.N.A and advance healthcare programs.	Awaiting ICCB approval

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I.C-2. Pursue new market niches (i.e., barber school)	Academic MP: Respond to local and regional demand	Academic Affairs: Together with Community Education, develop a program for barbering.	Two-year program developed and vetted through the Curriculum Committee; awaiting ICCB approval. High demand may require a second section. Classes will be held at Danville's Village Mall.	The program has been designed and the courses have been developed. HR is currently in the process of hiring an instructor. Waiting on approval through IBBC and the IDFPR. Purchase equipment needed for the barber program. Hoping for summer or fall start.
I.C-2. Pursue new market niches (i.e., barber school)	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Through Corporate Education, develop a program for PACE	Develop a Professional Administrative Certification of Excellence (PACE) through Corporate Education	<ul style="list-style-type: none"> <li>• Short term career track</li> <li>• Students complete course with a specialized credential</li> <li>• Certification demonstrates their depth of knowledge, expertise, and commitment</li> </ul>
I.C-2. Pursue new market niches (i.e., barber school)	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Through Corporate Education, enhance existing Real forklift-technician program to better simulate operating a PIT in an industry setting	<ul style="list-style-type: none"> <li>• Research MSSC Certified Forklift Technician Course for WIOA eligibility through VCW</li> <li>• Working with DACC instructor Todd Flessner to develop additional activities during the New Driver program</li> </ul>	<ul style="list-style-type: none"> <li>• Investigate WIOA eligibility of this course - ongoing</li> </ul>
I.C-2. Pursue new market niches (i.e., barber school)	President's Institutional Vision: Revenue,	Operations: Through Corporate Education, implement training to	<ul style="list-style-type: none"> <li>• Maintenance Technicians and Machine</li> </ul>	<ul style="list-style-type: none"> <li>• Allow full utilization of equipment</li> </ul>

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	Relationships, and Reputation	prepare workers for entry level manufacturing by bringing ICP curriculum to IDOC.	<p>Operators are in high demand</p> <ul style="list-style-type: none"> <li>• There is a skill shortage in this area</li> <li>• DACC owns training equipment and a curriculum that is portable and can be delivered at the prison</li> <li>• IDOC provides an audience who could benefit from these skills</li> <li>• Includes assessment of mechanical aptitude skills</li> <li>• Would generate credit hours for DACC and provide a stronger pipeline of qualified workers for local manufacturers.</li> </ul>	<p>and curriculum in absence of ICP grant.</p> <ul style="list-style-type: none"> <li>• Invite Warden and Asst Warden to tour DACC to see equipment and learn about it.</li> <li>• Re-start communication with Dept of Corrections</li> <li>• Project is ongoing</li> </ul>
I.C-2. Pursue new market niches (i.e., barber school)	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Through Corporate Education, offer a real-estate license program	<ul style="list-style-type: none"> <li>• Corp Ed previously offered this certification</li> <li>• There is a high demand in the community for this specialty</li> <li>• Provide instruction leading up to the certification test</li> <li>• Offer testing</li> </ul>	<ul style="list-style-type: none"> <li>• Research potential instructors</li> <li>• Determine platform – online, in person, combination of both</li> <li>• Talk with other community colleges who offer the licensing and brokerage classes</li> </ul>

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I.C-2. Pursue new market niches (i.e., barber school)	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Through Corporate Education, re-brand Leadership Series to make more appealing to other industry sectors	<ul style="list-style-type: none"> <li>• Worked with Steve Welland to rename existing leadership material</li> <li>• Moved all licensing agreements and book production to SDI</li> <li>• Promote new branding materials via social media and direct marketing</li> </ul>	<ul style="list-style-type: none"> <li>• Target market to specific industry contacts</li> </ul>
I.C-2. Pursue new market niches (i.e., barber school)	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Through Corporate Education, offer food sanitation program to address local demand.	<ul style="list-style-type: none"> <li>• Researched cost per hour for instructor pay</li> <li>• Researched cost of materials</li> <li>• Instructor currently on DACC payroll for CPR and Community Ed instruction</li> </ul>	<ul style="list-style-type: none"> <li>• Meet with Chris Fitzsimmons and determine level of interest</li> <li>• Set up schedule</li> </ul>
I.C-2. Pursue new market niches (i.e., barber school)	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Corporate Education will partner with the college's nursing program to offer BLS for incoming CNA and nursing applications	<ul style="list-style-type: none"> <li>• Run the BLS requirements for CNA and nursing applications through Corp Ed</li> <li>• Use in-house instructor to teach the courses</li> </ul>	<ul style="list-style-type: none"> <li>• Reach out to nursing department to gauge level of interest and future potential</li> </ul>
I.C-3. Expand options in combined GED and career-tech (ICAPS) programs.	Academic MP: Improve students' job readiness through career and technical programs	Academic Affairs: Adult Education programs to combine career-and-technical programs with GED	Developed a welding program for ICAPS and implemented a fast-track CAN program.	Implement the welding program during 2023.

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I.C-3. Expand options in combined GED and career-tech (ICAPS) programs.	Academic MP: Improve students' job readiness through career and technical programs	Math, Science & Healthcare Professions: Introduce new programs that attract enrollment.	Evaluated the potential offering of Public Billing as an ICAP project.	Will be moving forward with this project in the fall.
I.C-4. Address local industry's continuing worker shortage through enhanced life-skills and leadership training of incumbent workers.	Student Services MP: Improve student awareness of college services, information, activities and programs.	Business & Tech: The Alternative Technologies program focuses on placing graduates into well-paying jobs.	Through the Foundation, a local wind-tech company, IEA, has pledged \$20,000 annually to support scholarships for students in wind and solar fields. Scholarships also help pay for "life skills" classes.	The \$20,000 IEA grant is renewable annually.
I.C-4. Address local industry's continuing worker shortage through enhanced life-skills and leadership training of incumbent workers.	Academic MP: Improve students' job readiness through career and technical programs	Operations: Provide customized business training through Corporate Education.	Served 42 companies, trained 3,612 current and prospective workers, earning a new revenue through contracting training of \$111,082.	Earned an additional \$54,314 from additional State sources.
I.C-4. Address local industry's continuing worker shortage through enhanced life-skills and leadership training of incumbent workers.	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Increase online training options through Corporate Education	<ul style="list-style-type: none"> <li>• Effective 2017, CCE partnered with ed2go to provide self-paced and instructor-led online training.</li> <li>• This is cost-effective, meets an immediate training need</li> <li>• Self-paced or instructor-led options</li> <li>• 2021 – CCE partnered with Coursestorm to create an online registration portal</li> </ul>	<ul style="list-style-type: none"> <li>• Promote the easy access of online registration through Coursestorm</li> <li>• Newly appointed Administrative Assistant to oversee registrations, payments, and reporting of Coursestorm and ed2go</li> </ul>

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			for open enrollment courses	
I.C-4. Address local industry's continuing worker shortage through enhanced life-skills and leadership training of incumbent workers.	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Provide training by Corporate Education on life skills necessary for employment success	<ul style="list-style-type: none"> <li>• Provide coaching and mentoring on importance of Essential Employability Skills – Dependability, Communication, Teamwork, Accountability, etc.</li> <li>• Power Up Essential Skills Coaching developed</li> <li>• Link individuals with job readiness skills while providing a connection to education, training and supportive services</li> <li>• Based on Perkins-funded NC-NET Essential Skills curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Vermilion Housing Authority program conducted Fall 2020. New venue being considered for 2021. Goal is to reach more local individuals.</li> <li>• Possible consideration to bring this to graduating students in the local high schools</li> </ul>
II.A- 1. Implement "Toolbox" strategies for both full- and part-time African-American males.	Student Services MP: Improve student awareness of college services, information, activities and programs.	Chief Diversity Officer: Guide "Toolbox" support for African-American males.	Under a new program coordinator, the "Toolbox" students received the full benefit of TRIO support in tutoring, academic advisement, and personal counseling.	With Covid-19 having abated, resume the "Toolbox" recruitment strategy of getting "proximate" by visiting the homes of incoming African-American male students.
II.A.1. Assess the efficacy of "Toolbox" for African-American	Student Services MP: Increase student success	TRIO: Enhance partnership with Toolbox during the 2021-2022 program year to include	TRIO Student Support Services and Toolbox have continued its partnership in support of	Work with Vice President of Student Services and Coordinator of Diversity, Equity, and Inclusion to

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males; Implement “Toolbox II”.		weekly small learning communities and academic tutoring support for all TRIO- eligible participants.	increasing retention and graduation rates of first-time, full-time African-American male students. Due to various factors, the number of active Toolbox members has decreased. All of the current and active Toolbox members are TRIO participants and have weekly one-on-one meetings with the Coordinator of Diversity, Equity, and Inclusion.	further assess the efficacy of Toolbox and develop a more structured plan for small learning communities, academic advisement and tutoring support for Toolbox II members.
II.A-2. Integrate and formalize “Operation Graduation” to boost the graduation rate among all demographics in first-time, full-time fall 3-year cohorts.	Student Services MP: Increase student success	Student Services: Increase Op Grad cohort success rates with timelier contacts and increased data/information sharing across campus.	<p>Developed a system/vehicle to record and communicate Op Grad contacts with invested staff/departments.</p> <p>Utilized data/processes within Colleague and Blackboard to funnel data into 1 efficient repository that utilizes, predictive technology and alerts.</p> <p>Early numbers for the Fall 2019 Operation Graduation cohort already show that 38% of the Fall 2019 first-time, full-time students have completed</p>	Identified Ellucian’s CRM Advise system as the vehicle to utilize cross campus to improve student retention, success, and staff efficiency. The system will automate Operation Graduation practices utilizing the multiple student information systems on campus, technology, and best practice research.

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			their degree or certificate. This is without Spring 2022 and Summer 2022 graduates included. This is a 2% increase from last year's cohort rate which was 36%.	
II.A-2. Integrate and formalize "Operation Graduation" to boost the graduation rate among all demographics in first-time, full-time fall 3-year cohorts.	Student Services MP: Increase student success	Student Services: Support students needing laptops and hot spots.	Moved TELP to a front-line office (Testing Center) to provide students with the appropriate tools for online classes earlier rather than later. Early intervention improves the chances of student retention and success.	Institutionalize TELP
II.A.2. Refine "Operation Graduation" to continue the six-year upsurge in graduation rates by focusing on intrusive retention strategies.	Student Services MP: Increase student success	TRIO: Implement mandatory tutoring guidelines for TRIO participants with cumulative GPA less than 2.0 to participate in weekly academic tutoring sessions and small learning communities.	During the 2021-2022 TRIO program year, 100% of TRIO Student Support Services Program participants received individualized academic advisement services with 71% having received in-demand career awareness and exploration services.	As part of the summer 2022 TRIO file review, the TRIO Director will review final grades for spring 2022 to continue implementing tutoring action plans for all participants that do not obtain at least a 2.0-2.5 cumulative GPA. TRIO Academic Advisors will also begin to implement the participant contract for all new and continuing participants to review and sign at the beginning of the 2022-2023 academic year.

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II.A-3. Expand TRIO support for Toolbox cohorts and veterans.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	TRIO: Collaborate with “Toolbox” to offer services to all African-American students.	With another five-year renewal from the federal Department of Education, DACC’s TRIO program has been able to increase the number of students served to nearly 200 annually.	With the post-Covid revitalization of the “Toolbox,” TRIO will be able to increase tutoring, advisement, and career counseling for African-American students.
II.A-3. Expand TRIO support for Toolbox cohorts and veterans	Student Services MP: Improve student awareness of college services, information, activities and programs.	Student Services: Provide personal counseling for students and veterans suffering from stress	Utilizing Cares Act funding, partnered with CrossPoint Human Services to provide therapeutic services to DACC students and staff, free of charge. Funds were also used to promote Mental Health Awareness by passing out support packets to students around campus and sponsor an expert mental health speaker to present on campus.	Investigate the feasibility of expanding from twice-a-week to four days a week.
II.A.3. Expand TRIO support for “at risk” cohorts, including underrepresented groups and veterans.	Student Services MP: Improve student awareness of college services, information, activities and programs.	TRIO: Increase campus partnerships/outreach support with 100% of Middle College Program graduates and Career and Veterans Services to build pathways for TRIO application process.	In Spring 2022, efforts continued to build upon a partnership with Middle College as a retention strategy to include current participants and graduates to continue their educational goals at DACC with the support of the TRIO program. A special event was held in April 2022 to introduce	Continue to work with Adult Education staff members and strengthen partnership with Career Services to build a bridge between programs. TRIO program staff will provide presentations and work individually with Middle College and veteran students to complete the TRIO program application.

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			Middle College students to TRIO. The TRIO Director and Middle College coordinators will continue to work together to assist students with completing the TRIO program application.	
II.B-1. Pilot the student-navigator best practice for mentoring.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	Student Services: Provide braided career services with DACC Career Services and American Job Center.	Added and promoted the Basic Student Information (BSI) form to the website and social media posts. The form collects information about individual students in need of assistance and allows College staff to assist the students in a case management system that gives students access to comprehensive services (workshops, employment assistance, additional funding, supportive services, internships, etc.). Staff promoted the BSI with classroom visits to CTE programs.	Increase the referrals among AJC partners to provide BSI information.
II.B-1. Pilot the student-navigator best practice for mentoring.	Student Services MP: Increase student access, engagement, retention and success through more	Student Services and Operations: Install a system that provides real-time information about	The Board approved DACC's purchase of a Customer Relationship Management (Advise)	Installation will be completed during the summer 2022 for full

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	integrated and comprehensive student services.	student performance in classes and other issues related to their DACC experience.	system to support student retention, engagement, and progress toward graduation. Information Technology group has provided the pieces to the authentication process to work. Ellucian will now start the Functional Training with the users of CRM	implementation in fall 2022.
II.B-2. Reengineer the onboarding of students to support multiple entrance pathways and student success.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	Student Services: Expand and improve “student life” opportunities to increase engagement and a sense of belonging: <ul style="list-style-type: none"> <li>•Student activities are coordinated and marketed effectively.</li> <li>•Students are satisfied with the diversity of activities available on campus.</li> <li>•Student activity participation increases with increased diversity.</li> </ul>	<ol style="list-style-type: none"> <li>1. Added student engagement responsibilities to the Coordinator of Recruitment position.</li> <li>2. Coordinator of Recruitment is assessing current student life structure and opportunities and developing a plan for future. As we move out of restrictive COVID-protocols, this task will be completed.</li> <li>3. Developed a student spirit group named the DACC PACC. The group will support other activities on campus (sports, gaming, etc.). Initial activities provided</li> </ol>	Continue to survey current and prospective students to determine what sports/activities are in demand.

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			needed engagement and support for other groups/activities.	
II.B-2. Reengineer the onboarding of students to support multiple entrance pathways and student success.	Student Services MP: Improve student awareness of college services, information, activities and programs.	Partner with community employers and offer additional employee skill testing. Target options for new employer skill testing	Researched strategies to increase Testing Center revenues and support local employers.	<p>Explore and implement skill testing options for local employers.</p> <p>Research the options for vendors providing online assessments or certifications.</p> <p>Offer new testing services per district need.</p>
II.B-2. Reengineer the onboarding of students to support multiple entrance pathways and student success.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	Student Services: Systematize the testing process at the high schools as it applies to the process of Dual Credit and DACC Registration Days.	Identified the need to improve Testing services onsite at the local high schools. Automated and restructured DACC Registration Days (process where high schools seniors are invited to campus to register for the upcoming Fall term). Process was streamlined for students, high school counselors, and DACC advisors. Improved and increased the communications with seniors through direct email. Also improved the student experience with eSports/gaming activities,	<p>Create a data collection method to gather student information from the high school counselors before testing.</p> <p>Offer designated Saturday test dates for high school students to complete placement testing all year.</p> <p>Visit the high schools during high school registration days to provide information and reach parents.</p> <p>Assess usage and satisfaction data to determine future of</p>

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			virtual reality activities, and personalized services (disability services, TRIO, past billing issues, etc.).	offerings and process changes.
II.B-2. Reengineer the onboarding of students to support multiple entrance pathways and student success.	Student Services MP: Increase Enrollment	Student Services: Revamp recruitment to encourage parent participation and increased awareness of dual-credit options.	Recruitment unveiled “Discover DACC Days” in February on the Danville Campus and in Hoopeston. Presenters included a academic and student-services staff as well as faculty and the Vice President of Academic Affairs. Also installed an automated main line phone system to give students and customers direct access to the departments they are calling.	Continue to host “Discover DACC Days” in advance of each semester.
II.B.2. Reengineer the onboarding of students to support multiple entrance pathways and student success.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	TRIO: Review TRIO online orientation and make appropriate changes to demonstrate student learning and successful navigation of technology. Discuss complimentary orientation module for general student population.	The TRIO Director continues to review the TRIO orientation feedback survey results. In April 2022, the TRIO Director and Vice President of Student Services discussed utilizing Innovative Educators’ complimentary modules as an option for the online orientation for the	The TRIO Director will form a student focus group in summer 2022 to gather feedback about TRIO new participants experiences while completing the online orientation. The TRIO Director and Vice President of Student Services will continue discussion about online

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			general student population.	orientation provided by Innovative Educators.
II.B-2. Reengineer the onboarding of students to support multiple entrance pathways and student success.	Student Services MP: Increase Enrollment	Student Services: Improve student onboarding and engagement communications by assessing current processes for relevancy and effectiveness with diverse student populations in focus.	Participated in an Interact audit of all student onboarding documents and communications to ensure that the message and information we are trying to give the students is received. Documents and practices were compared to national best practices and a plan of action was developed for FY23. Information will be used to improve student orientations, marketing materials, and other critical communications.	Will implement auditor's recommendations.
II.B-2. Reengineer the onboarding of students to support multiple entrance pathways and student success.	Student Services MP: Increase Enrollment	Student Services: Improve student onboarding and engagement communications by assessing current processes for relevancy and effectiveness with diverse student populations in focus.	Hired a Student Services Administrative Assistant & Communications Coordinator to establish targeted communication plans to various student groups. The Assistant helps all Student Service areas to streamline the messages, branding, timeliness, and effectiveness.	Integrate with marketing and recruitment departments.
II.B-2. Reengineer the onboarding of students to support	Academic MP: Improve Access and Affordability	Foundation: Encourage more students to apply for	2021-2022 attended High Schools in District 507 and presented how to apply	Expand the application period through April to ensure maximum

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multiple entrance pathways and student success.		DACC Foundation scholarships.	for scholarships. Continued to promote our online tutorial on how to apply. 42% of applications received for 2022/2023 where High School applications, 14% of these HS applicants are current dual enrollments students.	opportunity for high-school students.
II.B-3. Institutionalize a College-wide student-support system for lending laptops and mobile hot spots.	Academic MP: Improve students' job readiness through career and technical programs	American Job Center: Provide technology to assist job seekers.	Through the PC's for People program, Vermilion County Works became a distribution site for free laptops and mobile hot spots. In April, VCW hosted an outreach event to distribute computers to 48 people in need.	Continue to align with PC's for People to provide a pipeline to technology for job seekers and people of low socioeconomic status.
II.B-3. Institutionalize a College-wide student-support system for lending laptops and mobile hot spots.	Academic MP: Improve students' job readiness through career and technical programs	Student Services: Support students needing laptops and hot spots.	Institutionalized TELP program into a front-line student service office, Testing & Academic Services, to inform and assist students earlier in their educational journey. 764 students have utilized the TELP program to date.	Investigate cost-effectiveness of TELP as a potential gift of technology for incenting graduation.
II.B-4. Investigate Guided Pathways and integrate into counseling.	Student Services MP: Improve student awareness of college services, information, activities and programs.	Student Services: Make academic advisement more accessible to all students.	Implemented "On the Go" advising in May—on-site at various campus locations	Assess usage of the pilot with a plan to expand "On the Go."

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II.B-4. Investigate Guided Pathways and integrate into counseling.	Student Services MP: Improve student awareness of college services, information, activities and programs.	Student Services: Improve customer service and reduce privacy issues by restructuring Financial Aid office area.	Developed plans to provide students with a private space to discuss information. This included a front-window drop off with student employees. Plan is also to give Specialists their own cubical space.	Will be able to track how many students come to office just to drop off documents versus want to meet with a Financial Aid Specialist.
II.B-4. Investigate Guided Pathways and integrate into counseling.	Student Services MP: Improve student awareness of college services, information, activities and programs.	Student Services: Improve access and affordability through financial aid.	In addition to the \$2,868,747 awarded in Pell and MAP, the College utilized Covid-related grant funds to assist students with unplanned Covid expenses. Based on credit hours enrolled and student need, \$1,019,427 was distributed to the students enrolled.	Restructure financial aid office to increase customer service.
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Academic MP: Improve Access and Affordability	Foundation: Encourage more students to apply for DACC Foundation scholarships.	Awarded 584 scholarships valued @\$740K at our Honors Program held on September 17, 2021 and 100% of the students that applied and that are attending DACC received scholarships. Thirty two new scholarships were added FY 20-21.	With applications having increased in 2022, the Foundation is poised to award more financial support than ever in the next year.
II.B-5. Develop retention strategies in response to data in the CCSSE and	Student Services MP: Maximize resource and improve Student Services'	Student Services: Increase student satisfaction with improved customer services and expanded	Staff and Supervisor will review progress made at the end of SP 22 with annual performance	Review Student Satisfaction scores/ progress on CCSSE and SSI student satisfaction

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include these in a revised student-services master plan.	infrastructures to meet stakeholders' needs.	cross-training in all Student Service offices.	evaluations. Some of Information Office responsibilities have been shared with Advisement. Recruitment is assisting with high school testing services.	measures (compare previous results with future results). Develop student satisfaction goals and plans based on SSI, CCSSE and departmental surveys. Review cross-training options in front-line options. Make recommendations/changes as appropriate.
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Student Services: Increase student satisfaction with improved customer services and expanded cross-training in all Student Service offices.	Looked at Ruffalo-Noel-Levitz Student Satisfactory Inventory data. Compared to the National average, students believe DACC far exceeds the National average in Student Centeredness, Instructional Effectiveness, Responsiveness to Diverse Populations, Campus Support Services, Safety & Security, Advisement & Counseling, Admissions & Financial Aid, Registration Effectiveness, Concern for the Individual, and Campus Climate. In order to achieve these high satisfaction rates, DACC experienced significant	Analyze additional SSI data and respond as appropriate.

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			improvements in every category since the last survey in Fall 2019. These metrics prove that quality, student centeredness, and student satisfaction are priorities at DACC.	
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Child Development Center: Meet and exceed DCFS compliance standards by staying abreast of state-wide policies and provide college wide leadership in area that directly impact children and college students	7/7/2021 DCFS extended our license for three years. The center was 100 % in compliance with their rules and regulations	Self-audit Center to meet requirements of unannounced DCFS visits.  Stay in compliance with all the state rules and regulations.
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Student Services: Expedite and expand services offered in Testing & Disability Services department to meet the needs of the modern DACC student (post COVID and based on current instruction practices).	The Testing Center researched best practices in Testing Centers to determine best resources to meet student and instructor needs. <b>Disability Services</b> integrated the use of Kurzweil with Blackboard	<ol style="list-style-type: none"> <li>1. Automate Accuplacer score feeds into Colleague for improved stu services</li> <li>2. Research available systems and funds needed to support a lab management system to control and monitor activity during the testing processes.</li> <li>3. Recommend system during budget process.</li> <li>4. Utilize selected lab management system to control and monitor</li> </ol>

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				activity during the testing process.
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Child Development Center: To improve the quality of learning for the children and college students by meeting minimum training hours/year Requirements (20 hrs./ staff /year/	Received the ExceleRate Silver Status of Excellence again which allowed them to receive over \$40,000 in grant funds to improve the Center, buy supplies, and fund additional Teacher costs.	Yearly assessments must be recorded and approved by ExceleRate  Seek additional grant funds available due to the Center's Silver Circle of Quality status.
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Child Development Center: Assist Early Childhood Education students and instructors in meeting student learning outcome requirements by utilizing the Center to apply strategies learned in the classrooms as they interact with the children and CDC staff.	With a grant we were able to purchase 4 tablets for all the classroom and be able to record all the activities, presentations that ECE students need to do as part of their classroom assignments. The center opened a private YouTube page to share all the videos with the instructors.	Assess the effectiveness of the training tool and add classroom topics/scenarios per curriculum needs.
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Child Development Center: Create a safe and healthy environment for the children, staff, and college students to learn, grow, and work in during COVID related	Evaluate current COVID practices for all CDC stakeholders.	Follow DACC, DCFS, IDPH, and CDC guidelines as they evolve.  Open Center services as COVID restrictions and protocol allow.

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		restrictions and guidance from 3 <sup>rd</sup> parties.		
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Child Development Center: Provide a quality early childhood learning Center to the college district by maximizing staffing, classrooms, and services.	With a student worker shortage, practices engaged under COVID restrictions, and upcoming staffing changes, the Center re-evaluated their systems in place to child, student, community, and staff needs.  Staffing structure/job descriptions updated to maintain DCFS compliance and increase staffing stability which allows continued services to students and parents.	Complete staffing changes.  Evaluate the staffing changes made and their affect on the stability of the Center after a year of changes in place.
II.B-5. Develop retention strategies in response to data in the CCSSE and include these in a revised student-services master plan.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Student Services: Improve recruitment and retention of students with financial aid.	-Help and stress the importance of completing FAFSA early.  -Utilize CRM Advise to communicate more frequently and effectively, as well as to track FA "details" (i.e. SAP status, Pell Eligibility Used, Loan status, etc.)	-Attend CRM Advise Planning Workshops  -Review new processes after in place for fiscal year and make changes as needed.

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II.B-6. Increase student engagement in activities like eSports, video broadcasting, and music production.	Academic MP: Increase Enrollments and Net Revenue	Operations: Expand Community Education’s “College for Kids” program	Spring and Summer 2021 enrollments were the highest in years as a result of six new camps and more sections of high-demand classes. Also saw burgeoning interest in eSports at the Hoopston Learning Center.	Although spring “Kids” was discontinued, summer enrollments are up for 2022.
II.B-6. Increase student engagement in activities like eSports, video broadcasting, and music production.	Academic MP: Increase Enrollments and Net Revenue	Student Services: Utilize Mick Jaguar to increase opportunities to enhance community involvement, especially with K-12 and social services partners.	Video Production team utilized Mick Jaguar in several social media campaigns. Determined the need to reduce the number of people who wear the mascot outfit. The goal is to utilize a student worker as a part-time Mick Jaguar person. A tryout would be held for the position.	Establish a budget for Mick Jaguar. Budget should include student worker funds, handouts, and travel expenses. Hold a try-out for Mick Jaguar. Goal would be to utilize an incoming student who could stick with position while attending DACC. Develop a community-wide engagement calendar utilizing Mick Jaguar as a local draw. Assess the benefits/payoff of utilizing Mick Jaguar in the community to plan for future.
II.B-6. Increase student engagement in activities like eSports, video broadcasting, and music production.	Academic MP: Increase Enrollments and Net Revenue	Operations: Attract prospective students with high-interest activities like pep band and eSports	Hosted a regional eSports competition in April, attracting more than 80 regional high-school students	Continue to host matches on weekends and make a bid to become the permanent host of regional tournaments.

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II.B-7. Investigate affordable on-campus housing for students.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Student Services: Provide temporary housing for homeless students.	Investigated availability of Building 11, which is on the DACC campus and is in disrepair. It's currently used for low-income housing. A realtor investigated and said the owner "won't sell" and plans to make repairs.	With the State passing a bill to allow community colleges to explore housing for needy students, DACC will explore other options.
II.C-1. Increase enrollment in Northern and Southern sectors with dual-credit day classes.	Academic MP: Expand class offerings throughout District 507	Student Services: Promote dual-credit success in County schools.	During 2021, the dual-credit program helped seven students from regional high schools graduate with associate degrees. Another 40 earned at least a full year of college credits (30) when they graduated from high school.	Promote the availability of DACC Foundation scholarships for dual-credit students. Recruit on-site at Danville High School.
II.C-1. Increase enrollment in Northern and Southern sectors with dual-credit day classes.	Academic MP: Expand class offerings throughout District 507	Hoopeston: Increase enrollment at the Center.	With Hoopeston Area High, the Center has begun promoting the general-education certificate and has increased College Express enrollment in auto mechanics, graphic design, early-childhood education, health occupations and culinary arts. Adult Ed classes resumed in the fall after a Covid-related hiatus. Also resumed	I Add one or two certificate programs that can be 100% completed at the Hoopeston Center. Investigate the feasibility of students earning a full degree without leaving the Hoopeston Learning Center. Certified Medical Assistant is under consideration.

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			Accuplacer and ALEKS testing.	
II.C-2. Produce Data Books by semester.	Academic MP: Advance student success with classes that are scheduled conveniently	Academic Affairs: Review course enrollments and develop a plan for maximizing resources.	First set of data books and program books produced and under review by academic divisions.	In conjunction with the eventual academic-services master plan, develop an institutionalized format for data books.
II.C-3. Develop new outreach plans to reach out to Danville's underrepresented community.	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations: Establish the Small Business Development Center in a more populated locale.	Entered into a lease agreement to provide the SBDC across from the Village Mall.	With an increase in foot traffic for this new venue, the SBDC plans to renew the lease.
II.C-3. Develop new outreach plans to reach out to Danville's underrepresented community.	Academic MP: Advance a culture of inclusion	Chief Diversity Officer: Develop a strategic plan to address employee hiring and retention as well as student recruitment and retention among the underrepresented community.	Based on several months of research, including focus-group meetings, CDO Dr. Dwight Lucas created an Equity Plan that was vetted with the College community and approved by the Board in April. The CDO also established an Official Diversity Statement approved by Board of Trustees on Oct. 28, 2022.	To operationalize the Equity Plan's seven fundamental strategies, Dr. Lucas has assembled a Diversity Equity and Inclusion Committee that will serve as a standing committee for Governance. Participants include students, faculty, staff, administrators, and community members from the Access, Equity, and Diversity committee.
III.A-1. Continue progress toward good repair (esp., elevators, plumbing, electrical, roofing).	Facilities Master Plan, 2017-23	Facilities: Repair the Mary Miller elevator	Facilities overcame a number of obstacles from a Chicago-based fire marshal to repair the elevator for less than budgeted.	Four other campus elevators are due for replacement in the normal-replacement cycle.

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III.A-1. Continue progress toward good repair (esp., elevators, plumbing, electrical, roofing).	Facilities Master Plan, 2017-23	Facilities: Bring Danville Campus and Hoopeston to a state of good repair.	Projects completed included Sand and Paint new lines and finish gymnasium floor; Renovate Lincoln Hall 1st floor; Replace Domestic Water Heater CDC; Renovate Lincoln Hall Rm 205; install new iron fence to expand CDC playground; Install better exterior lighting along east side of building Hoopeston; install new Watchfire digital message board in Gymnasium; paint walls in Gymnasium; assist with building a new robotics lab in Tech Center.	Upcoming projects for completion include replacing worn carpet in several campus locations; build new handicap ramp access to North side of the building with connecting sidewalks; replace HVAC unit that serves office area room # 169; replace original hot and cold galvanized plumbing MMC; resurface parking lots as needed; replace broken sidewalks where needed; assist in renovations at Village Mall for new Barber School; design and install drainage for Hoopeston Facility back (South) parking lot; update elevator controls, bring elevators up to code; assist in the development and implementation of a new IP Phone system for DACC.
III.A-1. Continue progress toward good repair (esp., elevators, plumbing, electrical, roofing).	Facilities Master Plan, 2017-23	Facilities: Explore energy efficiencies for cost savings.	Facilities replaced ballast and lights with energy-efficient LED lighting to earn a \$9,000 rebate from the electrical company.	Review other energy-saving initiatives.
III.A-1. Continue progress toward good repair (esp.,	Information Technology Strategic Plan, 2018-2024	Operations: Chief Technology Officer replacing UPS's	Most UPS's have been replaced. Due to the need to power down switch to	Completed. No further action is required.

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elevators, plumbing, electrical, roofing).		(Uninterruptable Power Supply) to Switches	transfer to new UPS these are scheduled during non-peak usage times	
III.A-2. Design and revitalize the Clock Tower/Horticulture, robotics lab, casino-tech center, Lincoln Hall, and student-centered offices.	Facilities Master Plan, 2017-23	Facilities: Oversee a Capital Development Board project to renovate the Clock Tower building and Horticulture.	Architect Bailey Edward hired and development of a scope of work and buildable plans underway. Costing out the job required an additional \$1m in State funding with a College match of \$333,000	Complete architecture by the summer and begin construction in fall 2022.
III.A-2. Design and revitalize the Clock Tower/Horticulture, robotics lab, casino-tech center, Lincoln Hall, and student-centered offices.	Facilities Master Plan, 2017-23	Facilities: Oversee a Capital Development Board project to renovate the Clock Tower building and Horticulture.	Architect Bailey Edward hired and development of a scope of work and buildable plans underway. Costing out the job required an additional \$1m in State funding with a College match of \$333,000	Complete architecture by the summer and begin construction in fall 2022.
III.A-2. Design and revitalize the Clock Tower/Horticulture, robotics lab, casino-tech center, Lincoln Hall, and student-centered offices.	Academic MP: Improve students' job readiness through career and technical programs	Business & Tech: Revitalize the robotics lab and program.	The new robotics lab was unveiled in May, attracting more than 50 local manufacturers and community members. A new curriculum based on local manufacturing needs has been approved by the Curriculum Committee	The new robotics program awaits ICCB approval for a fall 2022 launch.
III.A-2. Design and revitalize the Clock Tower/Horticulture, robotics lab, casino-	Academic MP: Support Regional Workforce Development	Business & Tech/Corporate Education: Develop training programs to	With Casino groundbreaking on Apr. 19, Corporate Ed is ready to begin training	The current construction room in the Tech Center will be renovated to

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tech center, Lincoln Hall, and student-centered offices.		support Danville's Golden Nugget casino.	personnel in hospitality, casino games, machine repair, and casino security. A \$50,000 annual scholarship donation to the DACC Foundation will ensure that most trainees will pay no tuition.	support on-campus casino-operations training.
III.A-2. Design and revitalize the Clock Tower/Horticulture, robotics lab, casino-tech center, Lincoln Hall, and student-centered offices.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	Student Services: Improve student engagement with social/common areas by incorporating technology, design, and comfort.	Completed Phase 1 renovation of the Student Union for a brighter, more open space.	Phase 2 will improve : wayfinding signage and décor in Vermilion and Lincoln Halls
III.A-2. Design and revitalize the Clock Tower/Horticulture, robotics lab, casino-tech center, Lincoln Hall, and student-centered offices.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	Athletics: Improve the weight room to attract	Completed Phase 1 renovation of the Student Union for a brighter, more open space.	Phase 2 will improve : wayfinding signage and décor in Vermilion and Lincoln Halls
III.A-2. Design and revitalize the Clock Tower/Horticulture, robotics lab, casino-tech center, Lincoln Hall, and student-centered offices.	Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.	Liberal Arts and Operations: Expand the eSports Lab in the Clock Tower building.	Prepared plans for expansion into unused library space in the lower level.	In-house project planned for 2023.
III.A-3. Investigate food service in three campus locations.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Finance: Provide food service to annexes in the Clock Tower and Mary Miller Complex in addition to the Student Union.	Implemented a delivery service in September, but it was discontinued after low use.	College ended its contract with Subway and will look to manage dining service in-house during the next year.

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III.A-4. Streamline and improve campus safety communications and systems	Facilities Master Plan, 2017-23	Security: Replace the obsolete emergency alarm system with a more reliable system that integrates with multiple communication modes.	Implemented Phase 1 of the security plan which included replacing broken cameras, adding cameras to low visibility areas, purchased the ALERTUS system that allows the college to build an intelligent, campus-wide security system, utilizing tools already in place and adding additional tools/systems identified as areas in need of improvement. Tools include beacons, a mobile command center/notifications app, and will include an updated text alert system and strategically placed panic buttons.	Install the Rave text-messaging system, which fully integrates with Alertus.
III.A-4. Streamline and improve campus safety communications and systems	Information Technology Strategic Plan, 2018-2024	Operations: Information Technology to improve network security	Developed plan to replace and upgrade to a better security integration to other systems and better monitoring and reporting of threats	Equipment has been received and personnel are being trained on installation and capabilities Due to timing of other projects implementation is taking longer than expected. Continuing with training and planning

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III.A-4. Streamline and improve campus safety communications and systems	Information Technology Strategic Plan, 2018-2024	Operations: Information Technology to improve network security	Math, Science & Health Professions is purchasing and installing emergency window blackout shades for classrooms and offices as a result of a building safety audit.	Continue safety audit in Mary Miller Complex.
III.B-1. Implement the Business Enterprise Program.	President's Institutional Vision: Revenue, Relationships, and Reputation	Finance: Achieve aspirational goal of increasing use of BEP businesses to account for at least 10 percent of expenditures on procurements.	Finance implemented new restrictions on the use of blanket purchases as a way of promoting the use of BEP businesses. Researching new vendors on Certified BEP lists to determine feasibility of DACC purchases.	Implement and educate staff on changed policies. Continue to review to determine relevance and/or needed revisions.
III.B-2. Find private, State, and College funds to renovate the Army Reserve to become the center for health-professions education and a healthcare simulation lab.	President's Institutional Vision: Revenue, Relationships, and Reputation	Foundation: Received a \$3 million bequest from the Hegeler Foundation to renovate the former Army Reserve as a center for healthcare education.	On June 25, 2021, the complex was dedicated as Hegeler Hall in honor of the philanthropist whose \$3 million gift will help renovate the first floor of the Center.	College hired Bailey Edward as architect. Current plan is to move medical imaging and health-information technology to Hegeler Hall—thereby allowing nursing to expand in the Bill Black Center/Mary Miller Complex.
III.B-3. Investigate the Ellucian Experience and other available Colleague functionality	President's Institutional Vision: Revenue, Relationships, and Reputation	Finance: Improve efficiency by introducing Electronic Document Workflow	Developing replacement system for early and midterm verification processes in Self Service. These processes are critical to Title IV funding, ICCB credit hour claims, and various business and	Investigating potential for Request for Pay, MIS Security Form, Travel Authorization and other paper forms to be transmitted electronically for approvals (outside of Colleague)

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			registration processes. Systems will be put in place for Summer and Fall 2022.	
III.B-3. Investigate the Ellucian Experience and other available Colleague functionality	Student Services MP: Develop a mobile app and online application	Student Services: Complete research, select, and implement a mobile application to improve communications with students about events, activities, and to build learning communities.	Developed, designed and started implementation of Ellucian Experience which will be used to improve student communications via myDACC portal. With one click, students will be able to access their student records, class schedule, balance due, financial aid, online courses, social media, and much more. The system integrates the students preferences, Colleague information, Student Planner, Blackboard, and CRM Advise.  Developed an online application with the help of the Online Learning department.	Introduce the online application.
III.B-3. Investigate the Ellucian Experience and other available Colleague functionality	Information Technology Strategic Plan, 2018-2024	Web Services and Operations: Integrate a video-quizzing solution for faculty teaching in Blackboard as well as	A vendor demo has been provided by Kaltura to the DACC campus.	Launch pilot under summer term with faculty and video production department.

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		launch a video portal solution to support the campus outside of the LMS including DACC's video-production department.		
III.B-3. Investigate the Ellucian Experience and other available Colleague functionality	Information Technology Strategic Plan, 2018-2024	Web Services and Operations: Upgrade our instance of Blackboard to the Ultra version. In response to proactively upgrading environment for improved user Continue working with Bb Client Experience Manager (CXM) and Academic Services. A session on Bb Ultra will	Online Services department met monthly with BlackBoard Client Experience Manager (CXM) to plan the upgrade to BlackBoard Ultra.	A session on Bb Ultra will be presented to faculty at the Fall 2022 inservice. Anticipated upgrade and adoption to be completed by Fall 2023.
III.B-4. Investigate improvement to the telephone systems.	Information Technology Strategic Plan, 2018-2024	Operations and Finance: Investigate options for replacing the digital phone system.	Consultant has recommended replacing system with a Voice Over Internet Protocol. Board approves expenditure.	Based on equipment availability, the plan is to replace the current system by Fall 2022.
III.B-5. Migrate the Ellucian Colleague ERP system to the Cloud and continue with SharePoint implementation.	Information Technology Strategic Plan, 2018-2024	Operations and Web Services: Fully implement SharePoint.	SharePoint launched in June. Following that was the migration of Office 365 programs. Phase 3 of project was completed and campus roll-out occurred in June 2021. All HLC Focused Visit	Investigate further enhancements to SharePoint as a comprehensive Intranet for Board members as well as employees and students.  Continue to build out SharePoint to serve as

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			materials were prepared and presented via SharePoint to the site visitors during their visit in Oct/Nov 2021.	DACC's employee intranet/portal.
III.B-5. Migrate the Ellucian Colleague ERP system to the Cloud and continue with SharePoint implementation.	Information Technology Strategic Plan, 2018-2024	Finance and Operations: Fully migrate all DACC systems from on-campus servers to the Ellucian Cloud computing.	"Go Live" took place on schedule in February, with some systems following to the Cloud in ensuing weeks. User Interface, Web advisor and Self-Service UI migrated to the cloud. Implemented Vendor integrations to cloud system.	With the Cloud in place, investigate other best practices to keep DACC's MIS and other operations secure. Implement and launch a grades exchange solution between BlackBoard and the Ellucian system.
III.C-1. Implement the Compease model.	Academic MP: Develop a succession plan for replacing retiring Academic Admin. and Faculty	Human Resources: Develop a revised job description for Chief Academic Officer based on the Compease model.	Successfully employed Compease resources to hire Dr. Carl Bridges as the College's new chief academic officer and vice president of academic affairs.	Use Compease to review the job descriptions for other vice presidents.
III.C-1. Implement the Compease model.	Human Resources Master Plan: 2021-23	Human Resources: Fully implement Compease.	All administrative and classified full time positions were evaluated in 2021. We continue to utilize Compease services as job descriptions are updated or new positions are created.	Continue to review and evaluate job descriptions through Compease as needed to provide an equitable resource for compensating employees.

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III.C-1. Implement the Compease model.	Human Resources Master Plan: 2021-23	Facilities: Attract and retain skilled maintenance mechanics.	Using Compease, DACC maintenance mechanics had their classification changed to a higher grade.	Employ Compease to review other job classifications, as needed.
III.C-2. Evaluate and modify the employee-evaluation and goal-setting system.	Human Resources Master Plan: 2021-23	Finance: Encourage employees to enhance their skills through cross-training	Five staff members volunteered to participate in a process that required several months of cross-training as cashiers, payroll, purchasing, and accounts payable.	Maintain and monitor – make sure staff is keeping up cross training. Should be done weekly or every other month for payroll. Implement cross-training between VP Finance, AVP Finance and Controller and analyze for succession planning.
III.C-3. Implement the recommendations of the Governance Advisory Committee.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Governance Advisory Committee: Recommend Governance format for 2022 and beyond.	Under co-chairs of the GAC, the College has six standing committees in addition to the faculty-led Curriculum committee and the ad-hoc Insurance committee. Forums are held monthly via Zoom and have had high participation rates.	Based on the Equity Plan, the Chief Diversity Officer has added a Diversity, Equity and Inclusion Committee that will operationalize the Equity Plan and report to the monthly forums.
III.C-4. Develop a plan to increase the hiring of employees from underrepresented groups.	Academic MP: Advance a culture of inclusion	Chief Diversity Officer: Develop a strategic plan to address employee hiring and retention	CDO Dr. Dwight Lucas created an Equity Plan that was vetted with the College community and approved by the Board in April.	Dr. Lucas is working in conjunction with Human Resources to operationalize the Equity Plan’s strategies with regard to hiring and retaining employees from underrepresented groups.

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III.C-5. Improve employee wellness.	Human Resources Master Plan: 2021-23	Human Resources: Promote employee wellness.	Resumed Wellness Day in September, providing free flu shots and blood tests to more than 150 faculty and staff. Provided Wellness Wednesday weekly information emails. Monthly wellness challenges and incentives. Comprehensive Covid plan developed to maintain a safe environment for employees and students, including on-site covid vaccinations, weekly testing and appropriate PPE.	Investigate possible inclusion of Covid boosters with flu shots.
IV.A-1. Build a scholarship endowment that fully funds Presidential Scholarships.	President's Institutional Vision: Revenue, Relationships, and Reputation	Foundation: Renovate the lobby of the Bremer Center to provide a visual incentive for donors to the Presidential Scholarship and other campaigns.	The Foundation moved the "Wall of Honor" plaques to the south wall and fabricated additional plaques for donors who contributed more than \$100,000. On the south wall are those in the \$1,000-to-\$100,000 range as well as the Mary Miller Society	The Foundation will continue to fabricate plaques on the south wall until all donors are recognized.
IV.A-1. Build a scholarship endowment that fully funds Presidential Scholarships.	President's Institutional Vision: Revenue, Relationships, and Reputation	Foundation: Cultivating partnerships with the community to develop innovative and vital solutions to meet	Foundation has received \$2,494,997.00 in contributions since 7/1/2021. This includes funding from grants, bequest, in kind gifts and	Complete the renovation of the Bremer Center's "Wall of Honor" and "Wall of Distinction." Renovate the Hoopston donor wall. In addition, estate planning

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		changing academic and economic needs	employee contributions. The total includes mailing 1,568 annual appeal letters along with our Fall newsletter to our donors. This appeal generated \$204,598 in gifts.	has been implemented into our Futures Campaign. Redesigned Planned Giving Brochure with highlight for Mary Miller Society.
IV.A-2. Conduct comprehensive market research to lay the groundwork for an integrated marketing plan.	Marketing Plan, 2018-22	College Relations: Collaborate with Video Productions and Recruitment to develop a five-year marketing plan.	A draft integrated marketing and branding plan was developed in May for review by senior staff.	Introduce a new five-year plan in the Fall 2022.
IV.A.2. Engage TRIO students and presidential scholars in Board of Student Scholars	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	TRIO: Reestablish TRIO Leadership Ambassadors and assign 5 participants to represent TRIO program on Board of Student Scholars.	The TRIO Leadership Ambassadors application opened in late fall 2021 and eight new members to this group were selected. An orientation was held in January 2022 and new members were introduced to their new role and participated in team building activities. The TRIO Leadership Ambassadors have met on a bi-weekly basis since January 2022 and have participated in several TRIO and campus-wide events to promote TRIO services to the broader student population.	Eight TRIO participants served as TRIO Leadership Ambassadors for the upcoming year. The program will inform and engage students, improving their overall success, and recruit future participants. A summer retreat will be held for the TRIO Leadership Ambassadors to begin planning for outreach and recruitment activities for the 2022-2023 academic year. The senior TRIO Leadership Ambassadors will serve as a guide for new, incoming members.

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IV.A-3. Promote new academic programs (i.e., accounting MBA), weekend college, and bonus classes.	Academic MP: Advance student success with classes that are scheduled conveniently	Adult Education: Develop a fast-track six-week CNA program in response to a request from OSF Hospital.	Adult Education began offering the fast-track course in September and is scheduling the classes as needed by OSF Hospital and Carle Hospital.	To build a seamless pipeline to nursing, Certified Nursing Assistant will migrate from the Adult Education Department to nursing.
IV.A-3. Promote new academic programs (i.e., accounting MBA), weekend college, and bonus classes.	President's Institutional Vision: Revenue, Relationships, and Reputation	Community Education: Increase the number of kids ages 8-17 who come to campus each summer.	The 13 new classes added to the 2021 schedule had high enrollment.	Offer those same classes in summer 2022.
IV.A-3. Promote new academic programs (i.e., accounting MBA), weekend college, and bonus classes.	President's Institutional Vision: Revenue, Relationships, and Reputation	Community Education: Develop new ways to reach out to Community members of all ages	Develop a coloring book about DACC/Mick Jaguar for younger children. Explore the possibility of creating an activity of book for seniors with cognitive activities. Both ways help promote and educate people about the college.	A concept has been devised for a coloring book and an illustrator has been contacted
IV.A-3. Promote new academic programs (i.e., accounting MBA), weekend college, and bonus classes.	President's Institutional Vision: Revenue, Relationships, and Reputation	Community Education: Offer a welding class through the summer College for Kids program.	Give middle and high school students experience with CTE program. Good for those in FFA, 4H and Boy Scouts.	Two welding courses are being offered in July 2022. Students will take home several finished projects with them
IV.B-1. Attract more alumni and retiree engagement in college life.	President's Institutional Vision: Revenue, Relationships, and Reputation	Foundation: Donor recognition dinner to recognize retirees and alumni who have supported DACC scholarships.	The Foundation celebrated DACC's 75 <sup>th</sup> anniversary on Oct. 22 in Jacobs Hall, inviting more than 100 former	The donor-recognition dinner will become an annual event. Also in the works is an annual retiree luncheon, currently planned for fall 2022.

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			employees and alumni donors.	
IV.B-1. Attract more alumni and retiree engagement in college life.	Marketing Plan, 2018-22	College Relations and Student Services: Attract more alumni & retiree engagement in college life	The new #MyDACCStory videos have proved so popular that we have expanded to include Alumni.	Updating the five-year marketing plan will include a renewed focus on alumni.
IV.B-1. Attract more alumni and retiree engagement in college life.	Marketing Plan, 2018-22	College Relations: Attract more alumni & retiree engagement in college life	Using the Emma email newsletter application, College Relations has been sending alumni and Foundation friends the new alumni story videos, as well as the stories about current students. Response has been very positive.	Continue to share stories about people and events related to DACC that interest and entertain alumni
IV.B-2. Increase the value of student participation on the Board of Student Scholars.	President's Institutional Vision: Revenue, Relationships, and Reputation	College Relations: Manage a group of presidential scholars and "toolbox" students to meet with the president and "consult" on the College.	Of the 12 "Board" members, only three typically participated. The program has been discontinued due to the focus on All-Star Jaguars.	Utilize All-Star Jaguars in the role that had been conceived for the BOSS, in that they can serve as a ready-made focus group that contains students of all ages and demographics.
IV. B-3. Leverage recent DACC grads for recruitment.	Student Services MP: Increase Enrollment	Student Services: Hire recent graduates to assist with on-site high-school recruitment.	Hired a Student Services Administrative Assistant & Communications Coordinator to establish targeted communication plans to various student groups. The Assistant helps all Student Service areas to streamline the messages, branding,	Investigate hiring of former Jaguar All-Stars for high-school visits.

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			timeliness, and effectiveness.	
IV. B-4. Establish closer communication with school superintendents, elected officials, community leaders, the Danville Correctional Center, and the heads of local industry.	President’s Institutional Vision: Revenue, Relationships, and Reputation	College Relations: Provide outreach to District schools.	DACC continued to boost its alliance with neighbor and “sister school,” Meade Park Elementary School. One highlight was the annual “Family Reading Night” in November.	Investigate possible support from Meade Park School for building an NJCAA softball field in the Park.
IV. B-4. Establish closer communication with school superintendents, elected officials, community leaders, the Danville Correctional Center, and the heads of local industry.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Liberal Arts: Host Auschwitz Art exhibit in the DACC Library	Hundreds of DACC students and community members visited the library during the week of Apr. 3, when the Auschwitz Art exhibit was on display.	Investigate future collaboration with the exhibit’s host, the University of Illinois’ Holocaust Education Center.
IV. B-4. Establish closer communication with school superintendents, elected officials, community leaders, the Danville Correctional Center,	President’s Institutional Vision: Revenue, Relationships, and Reputation	Student Services: Provide outreach to high-school counselors.	DACC’s admissions and records resumed its annual Articulation Workshop to help raise guidance counselors’ awareness about new dual-credit offerings.	Promote Foundation scholarships for high-school dual-credit students.

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and the heads of local industry.				
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	College Relations: Collaborate with video production to create long-format program videos which can be edited to social media and digital marketing “time” standards.	Created YouTube Playlist with all program videos produced to date. Videos have been linked to program pages on website, as well as a link to the playlist on enrollment campaign landing page. Long-format and short format versions have been shared, as appropriate, on various social media platforms	Continue to create new videos and re-cut former program videos in the new format. Use clips to create additional marketing assets for enrollment campaigns
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	College Relations and Student Services: Form a team of students to help with recruitment through personal appearances and also with video, social media, and print materials.	The All-Star Care Team selected 17 students to be Jaguar All-Stars who will participate in all marketing and recruitment campaigns. For being participants, they receive tuition waivers of \$600 per semester.  Updated and created various marketing and recruitment pieces: Discover DACC Postcards (to invite HS sophomores and juniors to dual credit/college express night); Are You Ready for College postcards to	Expand the campaign in 2023 with the selection of a new group of All-Star Jaguars. Increase the number of male participants.

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			trigger HS seniors to start registration process, financial aid, scholarships, career services, etc.; Dual Credit Tuition Comparison Chart; GECC flyers specific to each high schools dual credit resources; created a Jaguar Die Cut for a one page viewbook; traditional College viewbook; presentation folders; How to Pay brochures; and What is Self Service handouts for orientations.	
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Student Services MP: Increase Enrollment	Student Services: Recruitment needs to develop a recruitment timeline as a model for DACC recruiting services – with a mission and goals. Will look somewhat like a marketing funnel, in that it will have an entrance and key touchpoints for audience interactions.	Developed a recruitment portfolio with presentations and workshops, appropriate for specific age groups (beginning in the 8th grade – 12th grade). The official timeline is still in the development stage.	Create a visual representation of the timeline to be presented to the DACC Board and any other key stakeholders. Implement events on the timeline.
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	Operations: Develop videos for the college’s academic programs.	A new video concept has been developed for program videos. Footage is being collected and videos are being created.	Continue to develop promotional videos for programs.
IV. C-1. Advance the DACC brand through	Marketing Plan, 2018-22	Operations: Develop promotional videos on	The college is now on TikTok to reach out to the	Continue to develop videos for social media.

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video productions and social media to target traditional-age students.		social media that are designed to help increase enrollment.	younger generation. Videos are put out weekly highlighting the college.	
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	Operations: Improve DACC TV studio.	TV studio and control room have been updated with three new production sets, studio cameras, switching unit, and audio sources.	Need to purchase another teleprompter for second studio camera and zoom/focus controls for tripod, and iPad for teleprompter
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	Operations: Expansion of eSports lab and production studio in the Clock Tower lower level.	Plans have been designed by an architect to repurpose part of the library for a new esports and production area.	Waiting on funding
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	Operations: Develop virtual tour of the campus.	A 3D digital camera was purchased to create, maintain and update the online virtual tour of campus. The tour was developed and posted online using an off-site hosting site.	Virtual tour will be found at daccproductions.com
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	Create audio recording/control room.	A new music program has been approved. A sound recording studio has been set up to accommodate students include a sound board, microphones, and baffles.	Additional acoustic paneling is needed to record instruments and additional singers.
IV. C-1. Advance the DACC brand through video productions	Marketing Plan, 2018-22	Operations: Create a high school portal for eSports	Two additional coaches have been hired. A local high school is using the	Plan for the IHSA tournament and make DACC a permanent host

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and social media to target traditional-age students.		by hosting high school events in the eSports lab.	college's esports lab as their practice facility. DACC is planning on hosting the regional IHSA esports competition.	site. Continue to reach out to area high schools to recruit players.
IV. C-1. Advance the DACC brand through video productions and social media to target traditional-age students.	Marketing Plan, 2018-22	Operations: Add iRacing component to the eSports platform.	Unit has been purchased and recently arrived on campus.	Schedule competitions fall 2022. Work with the automotive technology program and drag race to schedule practices and help with recruitment. Purchase a second unit.
IV. C-2. Expand the marketing of the "Legends" video series.	Student Services MP: Improve student awareness of college services, information, activities and programs.	College Relations and Operations: Utilize DACC's video production team to raise student awareness about DACC services.	The Video Team produces several promotional videos that were posted on YouTube as well as an award-winning DACCCAST series of student-featured podcasts. Highlights included two more "Legends" videos.	The Video Team will enjoy a full year of leveraging the All-Star Jaguars for video productions.
IV.C-3. Promote the opening of Jacobs Hall.	President's Institutional Vision: Revenue, Relationships, and Reputation	President's Office: Hold a grand-opening event to commemorate the completion of Jacobs Hall, on time and within the budget.	The DACC Foundation celebrated the College's 75 <sup>th</sup> anniversary with a dinner at Jacobs Hall. The Danville Symphony followed with a gala in April.	The College is reviewing Jacobs Hall for possible rental revenue. With surplus funds from donations, DACC in-house Facilities staff will build an accessible ramp to the back door.
IV.C-4. Through the American Job Center, Corporate Education, and Recruitment, fill the County's	Academic MP: Support Regional Workforce Development	American Job Center: Support local industry with "Drive-Through Job Fairs."	Vermilion County Works sponsored "Drive Thru" Job Fairs on Campus in September and May. Six individual companies held	Plan for "Drive Thru" Fairs in the late summer, fall, and spring during 2022-23. Also invite businesses to

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industry-recruitment void by guiding job seekers toward grant-funded education and skills training.			open-house Fairs in the Bremer Center.	hold individual fairs on Campus.
IV.C-4. Through the American Job Center, Corporate Education, and Recruitment, fill the County's industry-recruitment void by guiding job seekers toward grant-funded education and skills training.	Academic MP: Support Regional Workforce Development	American Job Center: Increase regional apprenticeships.	Vermilion County works secured a \$275,000 federal apprenticeship grant to support an additional 73 apprenticeships.	Place these 73 apprentices and continue to support the 250 apprentices funded from the prior grant.
IV.C-4. Through the American Job Center, Corporate Education, and Recruitment, fill the County's industry-recruitment void by guiding job seekers toward grant-funded education and skills training.	Academic MP: Support Regional Workforce Development	American Job Center: Promote careers in local business and industry	After a two-year hiatus, College Relations produced the 2022 edition of "Great Careers in the Danville Area," featuring 48 local employers.	Distribute the guide to all job seekers at Vermilion County works, DACC students in the Career Center, veterans in the Veterans Center, and high-school students in College Express.
IV.C-4. Through the American Job Center, Corporate Education, and Recruitment, fill the County's industry-recruitment	Academic MP: Support Regional Workforce Development	American Job Center: Promote careers in local business and industry	The American Job Center and Vermilion County Works received State recognition for the successful conclusion of the \$225,000 "Bridge and	Focus on placement and the success of federally funded apprentices.

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void by guiding job seekers toward grant-funded education and skills training.			Innovation” program in providing training to 66 job seekers who would be hired and retained by local companies.	

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