

1.1.1 Actively market, promote and enroll students in the new programs of Data Science, Cosmetology, Esports Production, Electric Vehicle Training, Esports, Digital Humanities, Alternate Route Police Academy program and Diversity and Social Justice.

New Progress Bar

Progress

50% to Goal



1.1.2 Cyclically assess and align existing degree and certificate programs for viability and market demand. Increase enrollment in high-demand, targeted degree and certificate programs for which viable transfer pathways and/or gainful employment potential exist.

New Progress Bar

Progress

60% to Goal



100%

## 1.1.3 Develop targeted marketing/promotion of programs to reach current and potential students.

New Progress Bar

Progress

75% to Goal



100%

1.1.4 Continue to analyze potential opportunities in the regional business employment market for additional courses/ training programs to increase recruitment opportunities and ensure CCC remains academically and vocationally competitive.

#### New Progress Bar

Current Value

50%

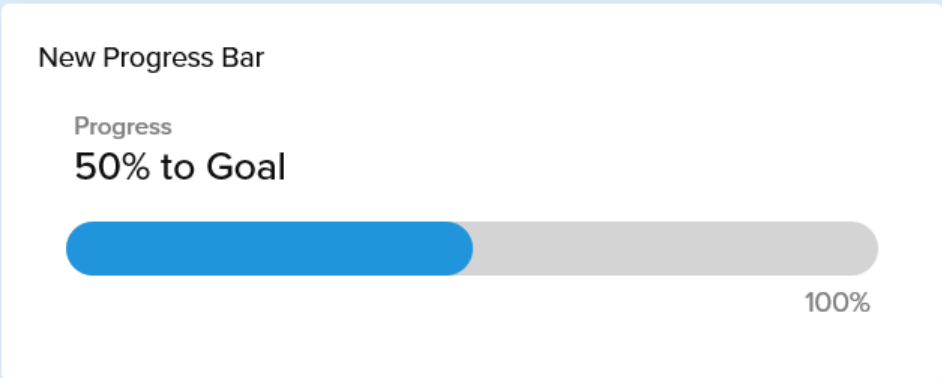
Progress

100% to Goal

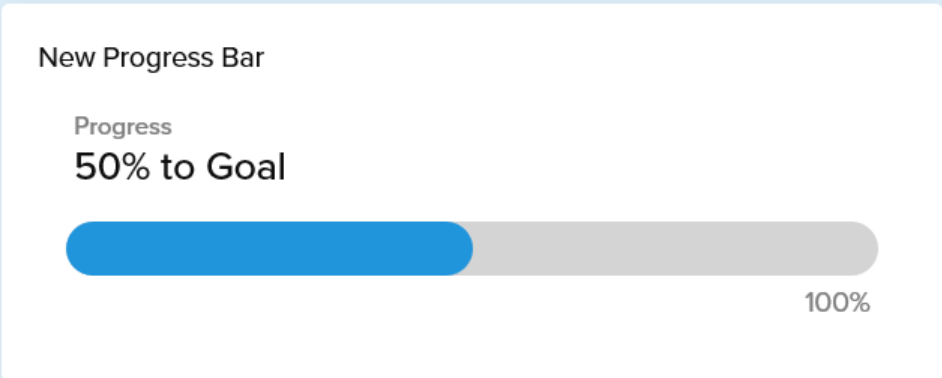


50%

# 1.1.5 Integrate the regional business partnerships with an emphasis on minority business enterprises.



# 1.1.6 Provide training opportunities to upskill incumbent workers preventing lay-offs



# 1.1.7 Promote recruitment, through PLA & other incentives into credit programs, from Police /Fire & other non-credit programs

New Progress Bar

Progress

50% to Goal



100%

# 1.1.8 Increase Police/Fire Academy In-service training which qualifies for PLA

New Progress Bar

Progress

10% to Goal



100%



1.2.1 Integrate the regional business partnerships with an emphasis on MBE (Minority Business Enterprises) with subject specific programs to increase job placement into relevant careers for graduating students.

New Progress Bar

Progress

50% to Goal



100%

1.2.2 Increase the number of student internships and work placements through CCC business partners by 5% each AY over the next five years.

New Progress Bar

Progress

50% to Goal



100%

1.2.3 Develop a comprehensive plan to work with regional businesses to prepare students for the workforce through internships as well as offer employment opportunities for graduates by specifically focusing on businesses that need employees within our degree and Workforce Development and Continuing Education programs.

New Progress Bar

Progress

50% to Goal



100%

1.2.4 Create business partnerships and collaborate to ensure the partnership and entities provide academic and workforce benefits to students.

New Progress Bar

Progress

50% to Goal



100%

1.2.5 Add at least five partnerships that offer internships and career placement in the AY 2023-2024 and add two additional partnerships each subsequent AY over the next four years.

New Progress Bar

Progress

40% to Goal



100%

1.3.1 Acquire state-of-the-art computers/technology for student use, faculty, and staff, and develop and implement a computer replacement plan that ensures the technology stays up to date.

New Progress Bar

Progress

25% to Goal



100%

## 1.3.2 Complete the acquisition and installation of the new technology.

New Progress Bar

Progress

20% to Goal



1.3.3 Implement Hybrid Adaptive Remote Technology (HART) classrooms and labs (5) at all locations to enhance and expand concurrent in-person and remote instruction College-wide.

New Progress Bar

Progress

50% to Goal



100%



1.4.1 Integrate the library, tutoring center, and eLearning services into cohesive and efficient student learning commons at the Blackwood and Camden campuses to effectively enhance academic student success.

New Progress Bar

Progress

50% to Goal



1.4.2 Increase the number of students who utilize the Academic Support Services Learning Commons by 50% within the next academic year, as evidenced by an increase in student sign-ins and usage data.

New Progress Bar

Progress

50% to Goal



1.4.3 Renovate the Camden Campus space to create a welcoming, modern space that is equipped with the necessary technology and resources, and staff who can effectively assist students across all programs.

New Progress Bar

Progress

60% to Goal



1.5.1 Integrate the tracking of professional development activities and credentials earned for faculty and staff into the annual performance review process.

New Progress Bar

Progress

50% to Goal



100%

1.5.2 Increase the number of faculty and staff participating in professional development activities by 10% within the next academic year with a focus on DEI, as evidenced by an increase in workshops/trainings completed and/or credentials (degree or micro credentials) earned annually.



## 1.5.3 Mandate participation in diversity, equity and inclusion professional development using e-safety training and TLC workshops.

New Progress Bar

Progress

100% to Goal



100%

## 1.5.4 Enhance the search process to include the perspective and lens of DEI.

New Progress Bar

Progress

100% to Goal



100%

# 1.5.5 Implement professional development track for RETC instructors.

Robert Doyle

New Progress Bar

Progress

25% to Goal



100%



1.6.1 Implement a marketing strategy that specifically targets the populations where there is room for growth at CCC, including but not limited to justice impacted and Hispanic populations and to manage our marketing to highlight the specific benefits that the college has to offer.



1.6.2 Allocate sufficient funds in the budget to do the market research and sufficient funds to implement a marketing strategy to reach target populations for recruitment.

New Progress Bar

Progress

75% to Goal



100%

1.6.3 Implement and complete the marketing plan including multi-language marketing materials as outlined in the Strategic Marketing Plan, (January 2023).

New Progress Bar

Progress

80% to Goal



100%

# 1.6.4 Increase yield from pre-enrollment programs by 5% annually by building targeted recruitment events and marketing materials.

New Progress Bar

Progress

50% to Goal



100%

1.6.5 Increase the capture rate of graduating high school students by 2% annually by recruiting, hiring, and training additional ambassadors/navigators/alumni to outreach to key schools in the county



## 1.6.6 Develop more diverse instructor cadre at RETC from sending agencies.

Robert Doyle

New Progress Bar

Progress

100% to Goal



100%

## 2.1.1 Develop multiple funding pathways to support reclaimed adult learners.

New Progress Bar

Progress

100% to Goal



100%

2.1.2 Grow the non-traditional student enrollment through Industry Employee Tuition Reimbursement (Amazon, Cooper, Virtua, UPS, etc.) by 2% annually by developing and implementing an enhanced recruitment and marketing campaign.

New Progress Bar

Progress

30% to Goal



100%



2.1.3 Mobilize recruiters to have access to community sponsored events in key demographic areas to include historically underrepresented populations.

New Progress Bar

Progress

75% to Goal



100%

2.1.4 Implement a comprehensive prior learning assessment (PLA) program to ensure credit for work/life experience and industry-recognized credentials consistent with NJ Plan.

New Progress Bar

Progress

0% to Goal



100%

2.1.5 Utilize in-service training to proactively offer PLA & encourage students to return for degree completion courses to identify students.

New Progress Bar

Progress

10% to Goal

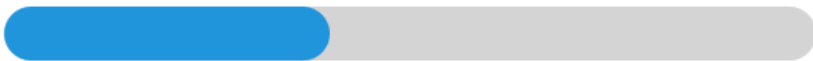


## 2.2.1 Utilize an academic advisor or student success (engagement) rep to register students from high school initiatives.

New Progress Bar

Progress

40% to Goal



100%

## 2.2.2 Consider special tuition rate for students who enroll directly from a high school initiative.

New Progress Bar

Progress

0% to Goal



100%

## 2.2.3 Expand dual credit offerings to additional high school.

On Pace

New Progress Bar

Progress

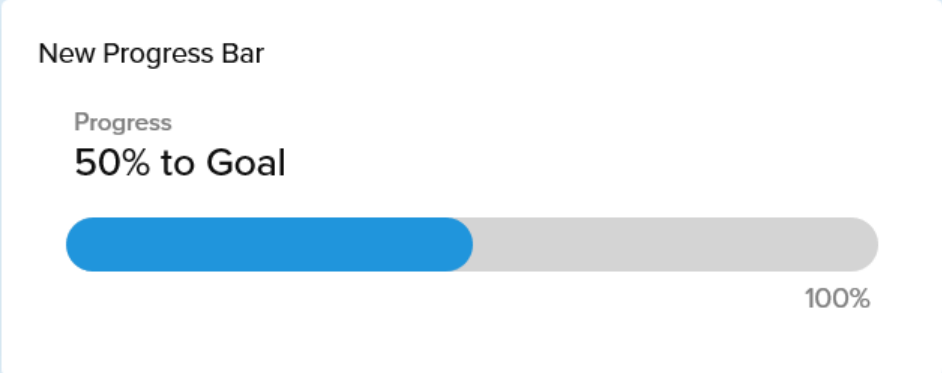
50% to Goal



100%

# 2.2.4 Expand current offerings at partner high schools.

On Pace



## 2.2.5 Revise marketing and/or outreach for programs such as dual credit for clarification and program explanation.

New Progress Bar

Progress

50% to Goal

100%





## 2.2.6 Ensure that recruiters/ambassadors attend high school orientations.

New Progress Bar

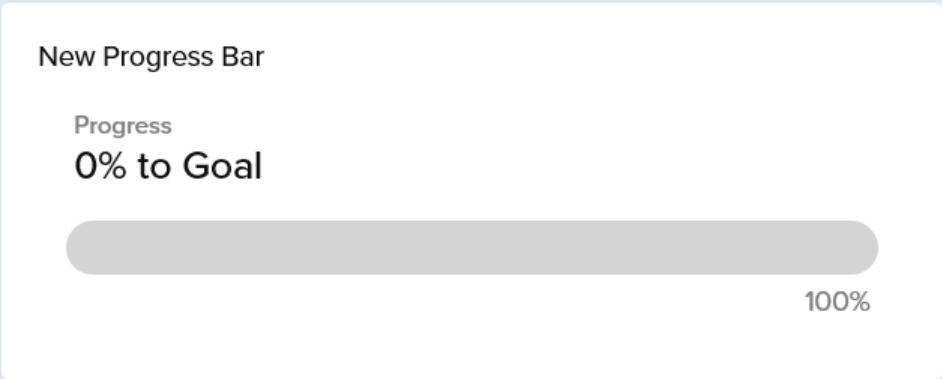
Progress

100% to Goal



100%

2.2.7 Utilize PLA opportunities to market the continuation of training and potential credits earned to past students, high schools, proprietary training providers, and local businesses.



# 2.2.8 Expand dual credit/certification opportunities for high school students at RETC programs.

Robert Doyle

New Progress Bar

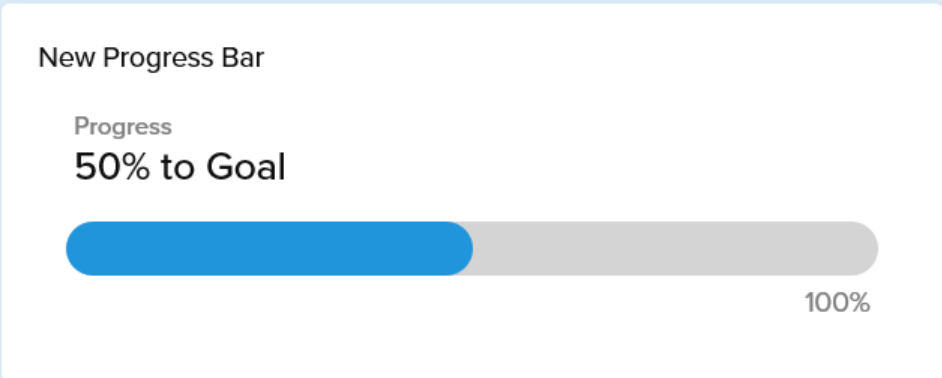
Progress

60% to Goal



100%

## 2.3.1 Engage with IR for institutional data that demonstrates areas of future growth.



2.3.2 Ensure the College has a broad-based lens on changes in professional requirements and develop programs that are needed by the community it serves.

New Progress Bar

Progress

50% to Goal



100%

### 2.3.3 Consult industry experts to ensure our workforce training and academic certificates meet the needs of employers.

New Progress Bar

Progress

50% to Goal



100%

## 2.3.4 Become a Military Friendly or Best for Vets institution through our VA office.

New Progress Bar

Progress

100% to Goal



100%

## 2.3.5 Assess and enhance the effectiveness of Advisory Boards for academic degree programs, non-credit programs, Arts at Camden County College, and the County Cultural and Heritage Commission.

New Progress Bar

Progress

50% to Goal



100%



## 2.3.6 Consult industry experts to ensure our workforce training and certificates meet the needs of employers.

New Progress Bar

Progress

50% to Goal



100%

## 2.3.7 Consult industry experts to ensure in-service training and certificates meet the needs of employers.

New Progress Bar

Progress

50% to Goal



100%

2.3.8 Create new or modify existing online inquiry cards and/or online applications in Admissions CRM system to cater to new needs for certifications.

New Progress Bar

Progress

15% to Goal



100%

## 2.4.1 Pursue opportunities to become a Hispanic Serving Institution.

On Pace

New Progress Bar

Progress

100% to Goal



100%

## 2.4.2 Engage with local immigration offices and organizations through the College's ESL International Student Office

New Progress Bar

Progress

50% to Goal



100%

## 2.4.3 Explore opportunities to work with faith-based organizations to discuss financial aid, enrollment and support services



## 2.4.4 Increase scholarship opportunities specifically to support students who are non-native English speakers.

New Progress Bar

Progress

50% to Goal



100%

## 2.4.5 Provide resources for students with DACA and ESL designations to continue education in a specific degree or certification programs.

New Progress Bar

Progress

75% to Goal



100%



2.4.6 Increase student support services for ESL students for tutoring, financial aid, advisement, etc. due to language barriers and educational needs.

New Progress Bar

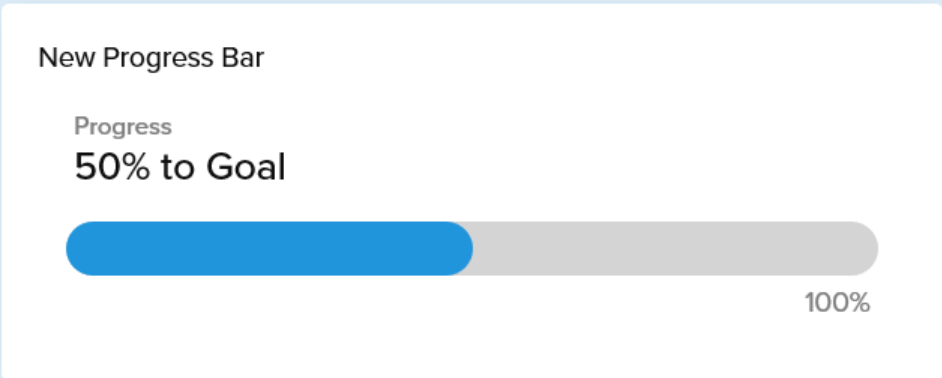
Progress

75% to Goal

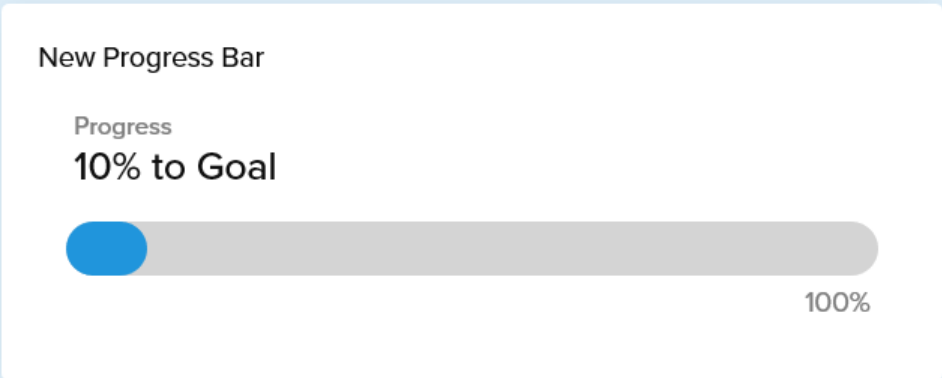


100%

## 2.4.7 Provide marketing materials to immigration agencies and other organizations that support non-English speaking populations.



## 2.4.8 Implement language interpretation software in enterprise systems used by students, faculty, and staff where possible.



## 2.5.1 Increase awareness of the unemployment tuition waiver program.

New Progress Bar

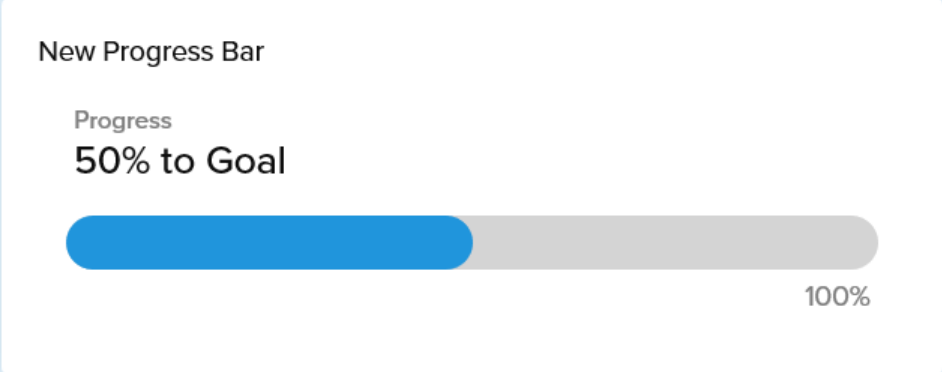
Progress

0% to Goal



100%

# 2.5.2 Become a mechanism of probation for justice impacted individuals (liaison to correctional facilities)



2.5.3 Identify and/or develop additional credit and non-credit programs that are specifically designed to suit the needs of unemployment agencies and justice impacted individuals.

New Progress Bar

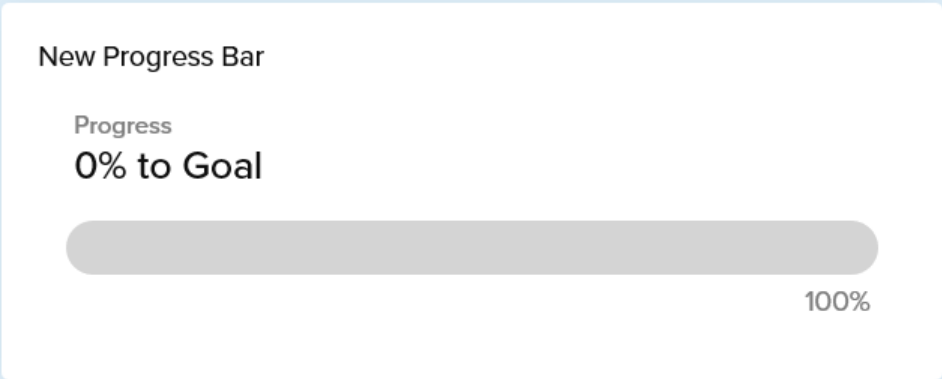
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50% to Goal

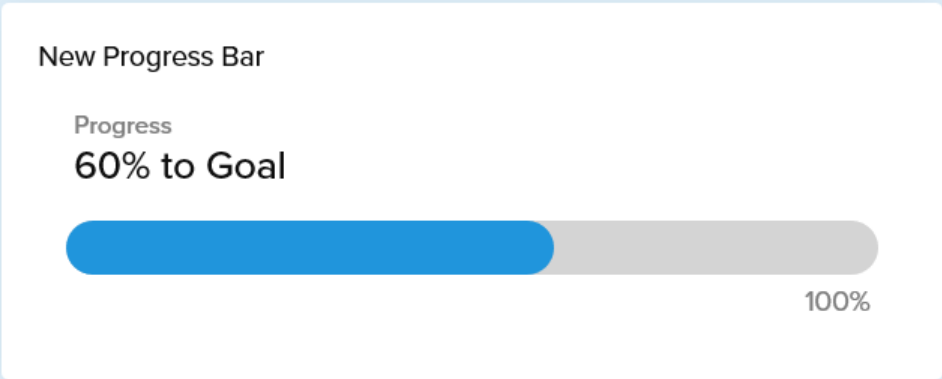


100%

## 2.5.4 Increase awareness of the unemployment tuition waiver program and continue to expand partnership with Camden County One Stop Career Center.



2.5.5 Expand the scope of the recruitment office to include a consistent connection to unemployment and local correctional facilities.





2.5.6 Encourage the College community (faculty and staff) to share CCC-generated social media posts to expand outreach amongst family, friends and follower audience.

New Progress Bar

Progress

75% to Goal



100%

# 2.5.7 Work with CJ Program to identify local potential student candidates from RETC resources.

Robert Doyle

New Progress Bar

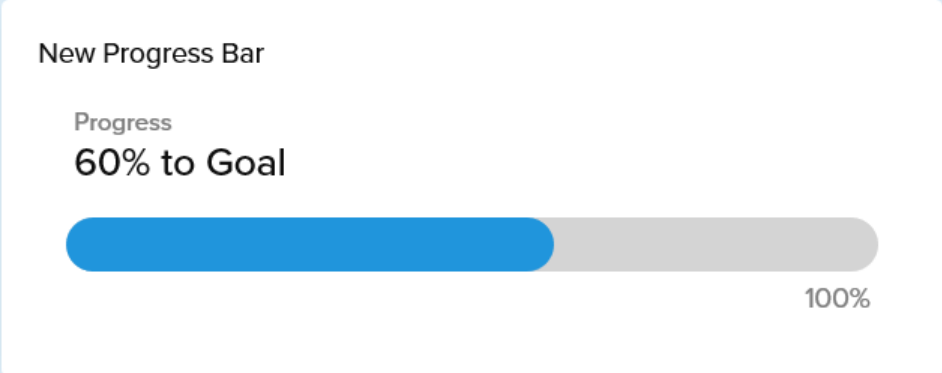
Progress

25% to Goal



100%

# 3.1.1 Establish a wellness and mental health center.



## 3.1.2 Expand crisis management services to include transportation, childcare, and other support resources in addition to the food pantry.

New Progress Bar

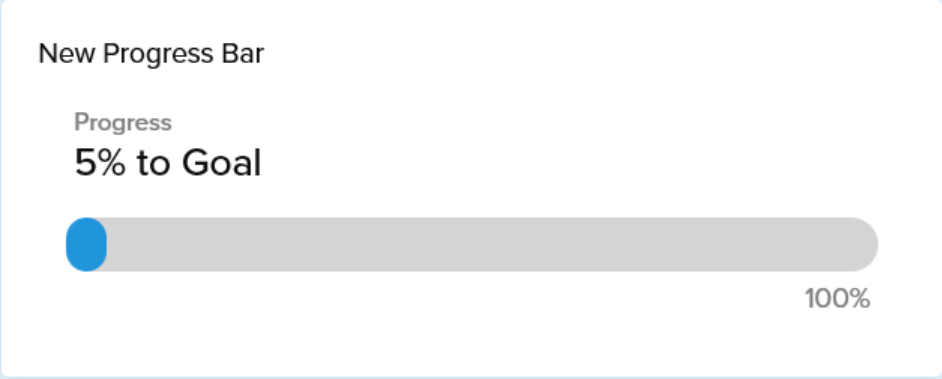
Progress

75% to Goal



100%

# 3.1.3 Reestablish the Faculty-Student Mentoring Program.



3.1.4 Ensure equitable services are available nights/weekends including food services, bookstore, student support services at all campuses.

New Progress Bar

Progress

50% to Goal



100%

3.1.5 Reestablish On-line orientation by developing a web-based student orientation service that is available 24/7 and is a requirement for credit and non-credit students.

New Progress Bar

Progress

10% to Goal



## 3.1.6 Provide equitable and accessible non-academic student supports on all campuses

New Progress Bar

Progress

60% to Goal



100%



### 3.1.7 Partner with faculty and staff to provide robust student engagement opportunities on all campuses.



## 3.1.8 Design and implement a holistic series of student support programming designed to increase retention, persistence and completion

New Progress Bar

Progress

75% to Goal



100%

## 3.1.9 Establish a RETC recruit resiliency program to include exit interview process.

Robert Doyle

New Progress Bar

Progress

**85% to Goal**



100%

### 3.2.1 Improve student-oriented spaces to include Wi-Fi, furniture with charging ports, computer stations, game room, TV.

New Progress Bar

Progress

70% to Goal



100%

## 3.2.2 Ensure high-quality technology in classrooms and offices on all campuses.

New Progress Bar

Progress

50% to Goal



100%

## 3.2.3 Modernize/redesign offices, classrooms, and buildings.

On Pace

New Progress Bar

Progress

**45% to Goal**



100%

## 3.2.4 Enhance our athletic facilities to be collegiate-level in appearance

New Progress Bar

Progress

30% to Goal



100%

2.3.2 Ensure the College has a broad-based lens on changes in professional requirements and develop programs that are needed by the community it serves.

New Progress Bar

Progress

0% to Goal



100%



2.3.2 Ensure the College has a broad-based lens on changes in professional requirements and develop programs that are needed by the community it serves.

New Progress Bar

Progress

25% to Goal



100%

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New Progress Bar

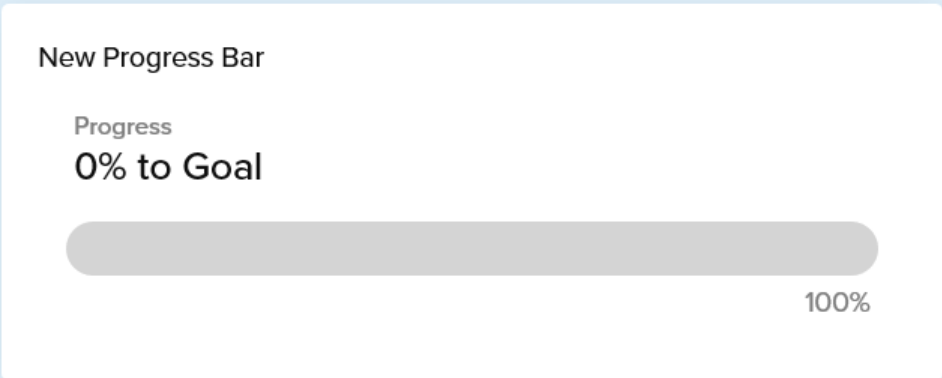
Progress

0% to Goal



100%

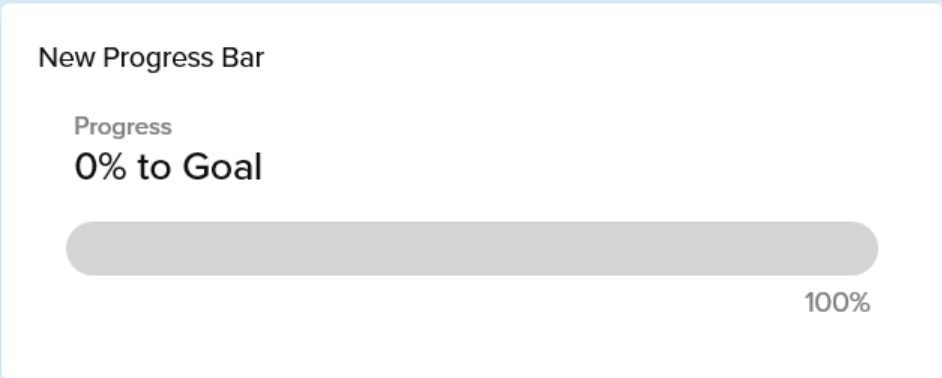
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## 2.4.1 Pursue opportunities to become a Hispanic Serving Institution.

On Pace

New Progress Bar

Progress

50% to Goal



100%

## 2.4.3 Explore opportunities to work with faith-based organizations to discuss financial aid, enrollment and support services



## 2.4.4 Increase scholarship opportunities specifically to support students who are non-native English speakers.

New Progress Bar

Progress

50% to Goal



100%



2.4.6 Increase student support services for ESL students for tutoring, financial aid, advisement, etc. due to language barriers and educational needs.

New Progress Bar

Progress

75% to Goal



100%

## 2.4.7 Provide marketing materials to immigration agencies and other organizations that support non-English speaking populations.

New Progress Bar

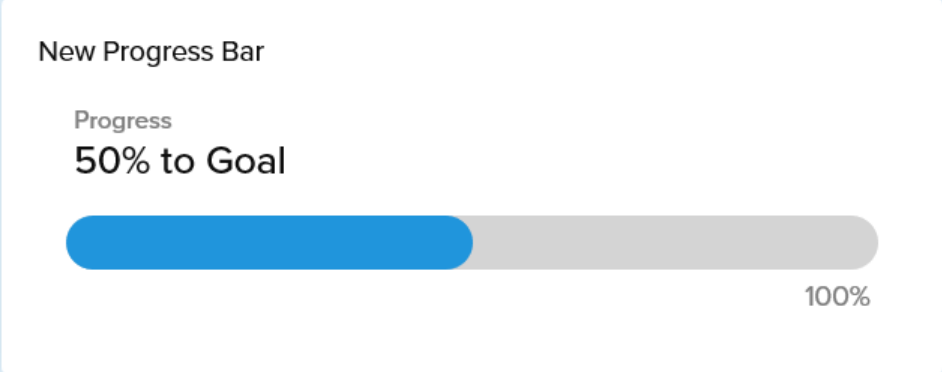
Progress

50% to Goal

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## 2.5.2 Become a mechanism of probation for justice impacted individuals (liaison to correctional facilities)

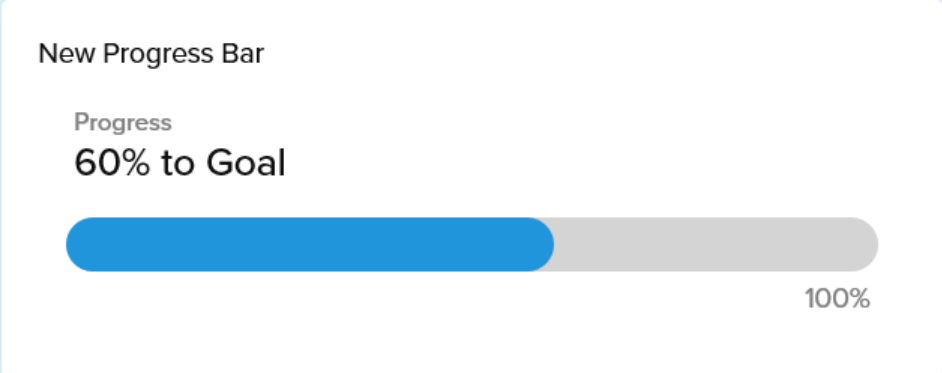


# 3.1.3 Reestablish the Faculty-Student Mentoring Program.

At Risk



# 3.1.1 Establish a wellness and mental health center.



3.1.4 Ensure equitable services are available nights/weekends including food services, bookstore, student support services at all campuses.

New Progress Bar

Progress

50% to Goal



100%

3.1.5 Reestablish On-line orientation by developing a web-based student orientation service that is available 24/7 and is a requirement for credit and non-credit students.

New Progress Bar

Progress

10% to Goal



100%

## 3.1.6 Provide equitable and accessible non-academic student supports on all campuses

New Progress Bar

Progress

60% to Goal



100%



## 4.3.1 Explore implementation of a first-year experience success course, based on reduction of General Education course requirements (AA) and program course realignment (AS, AAS).

New Progress Bar

Progress

0% to Goal



100%

### 3.2.1 Improve student-oriented spaces to include Wi-Fi, furniture with charging ports, computer stations, game room, TV.

New Progress Bar

Progress

70% to Goal



100%

## 3.2.2 Ensure high-quality technology in classrooms and offices on all campuses.

New Progress Bar

Progress

20% to Goal



100%

## 3.2.3 Modernize/redesign offices, classrooms, and buildings.

On Pace

New Progress Bar

Progress

20% to Goal



### 3.2.4 Enhance our athletic facilities to be collegiate-level in appearance

New Progress Bar

Progress

50% to Goal



100%

3.2.5 Re-evaluate master schedule with an emphasis on the need of technology and course requirements to reduce the number of tech-based classrooms when tech is not essential to the course.

New Progress Bar

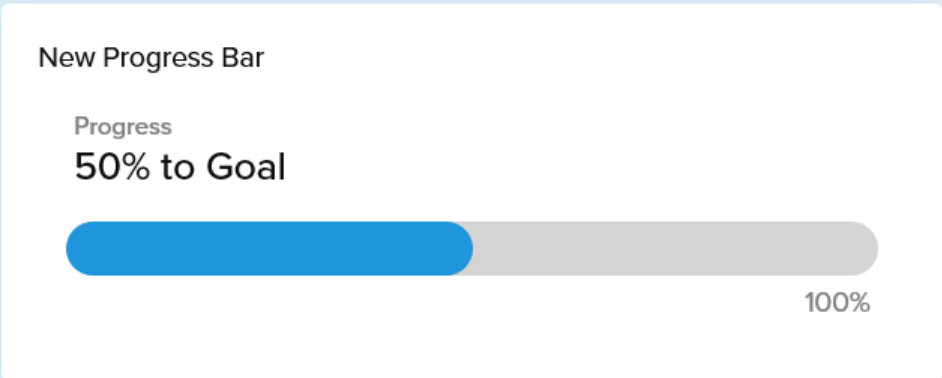
Progress

35% to Goal



100%

### 3.3.3 Ensure vacancies are filled utilizing a DEI lens for long-term goal achievement.



### 3.3.4 Ensure employment search committees are diverse.

On Pace

New Progress Bar

Progress

100% to Goal



100%



### 3.3.5 Align the number of full-time tenure track educators with program viability and market demand.

New Progress Bar

Progress

15% to Goal



100%

### 3.3.8 Reinvest in levels of human capital to ensure a diverse and competent workforce.

New Progress Bar

Progress

50% to Goal



100%

### 3.3.9 Enhance CCC Cares, evaluate pay equity across roles, and continue to engage professional development.

New Progress Bar

Progress

75% to Goal



100%

### 3.4.3 Promulgate extracurricular activities through various methods of postings (social media, texts, emails, e-message boards).

New Progress Bar

Progress

75% to Goal



3.5.4 Sustain Guided Pathways to Student Success through full implementation and consistent use of Aviso early alert retention software to identify students who struggle with coursework and completion.

New Progress Bar

Progress

45% to Goal



## 4.2.2 Create partnerships with at least 3 new local area employers.

On Pace

New Progress Bar

Progress

100% to Goal



100%

# 4.1.2 Expand Transfer and Career Awareness from new student onboarding to graduation

New Progress Bar

Progress

35% to Goal



100%

# 4.1.2 Expand Transfer and Career Awareness from new student onboarding to graduation

New Progress Bar

Progress

50% to Goal



100%



4.1.5 Strengthen existing partnerships and articulation agreements with clear alignment information to ensure seamless transfer to bachelor-level study.

New Progress Bar

Progress

75% to Goal



100%

4.1.6 Establish articulation relationships with non-traditional baccalaureate institutions, including out-of-state colleges and Ivy League schools accepting community college transfer students.

New Progress Bar

Progress

15% to Goal



100%

4.1.7 Develop partnerships with 4 year institutions that are beyond the local area to include Fairleigh-Dickinson and Stockton in a more observable way.

New Progress Bar

Progress

0% to Goal



100%

### 4.3.1 Explore implementation of a first-year experience success course, based on reduction of General Education course requirements (AA) and program course realignment (AS, AAS).

New Progress Bar

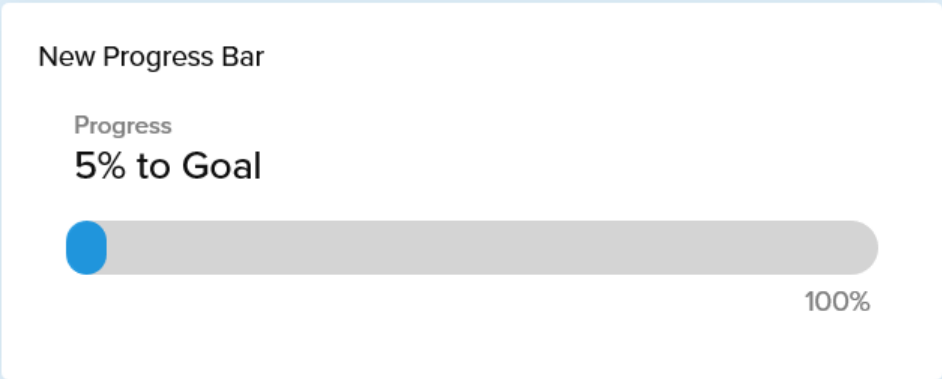
Progress

40% to Goal



100%

3.2.6 Increase the number of large computer labs (e.g. 40+ student capacity) to accommodate the growth of training programs utilizing technology.



### 3.2.7 Implement cybersecurity initiatives to protect access and availability to College data.

New Progress Bar

Progress

50% to Goal



100%

## 4.2.5 Build evolving technical infrastructure to meet the need for trade and workforce.

New Progress Bar

Progress

50% to Goal



100%

## 4.3.1 Explore implementation of a first-year experience success course, based on reduction of General Education course requirements (AA) and program course realignment (AS, AAS).

New Progress Bar

Progress

0% to Goal



100%



### 4.3.2 Explore the possibility of having an “urgent care” facility on campus and partner with a healthcare provider to offer the services.



## 4.3.3 Develop LGBTQIA+ support services and groups for students.

On Pace

New Progress Bar

Progress

75% to Goal



4.4.1 Reinvigorate The Center for Cultural Engagement to provide programming that captures a broad range of audiences with a focus on social justice, equity, diversity and inclusion.

New Progress Bar

Progress

75% to Goal



100%

# 4.3.5 Enhance accommodations and services for ESL, and Workforce Development and Continuing Education students.

New Progress Bar

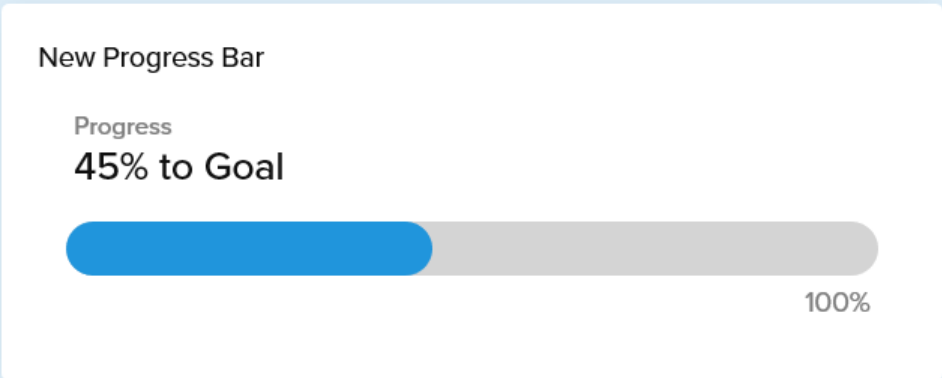
Progress

50% to Goal

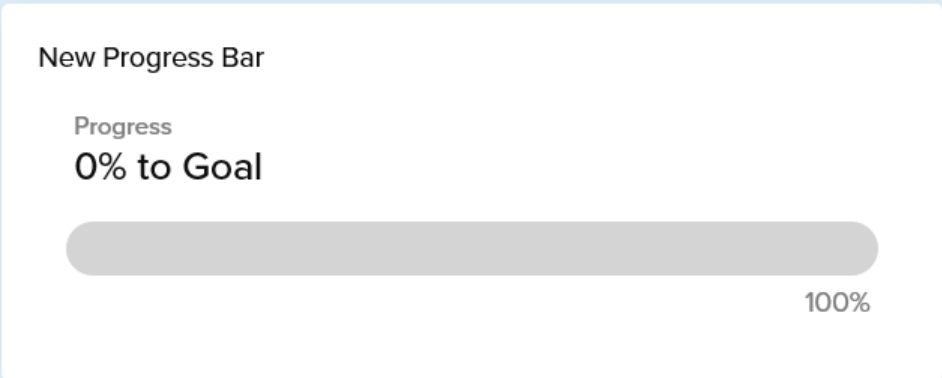


100%

# 4.4.2 Ensure that the Arts@CCC becomes a hub for artists in residence and artistic performances.



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4.5.1 Build a virtual Career Center to explore employment opportunities, access training workshops, develop professional skills, network, and gain access to important university resources.

New Progress Bar

Progress

75% to Goal



100%

4.5.1 Build a virtual Career Center to explore employment opportunities, access training workshops, develop professional skills, network, and gain access to important university resources.

New Progress Bar

Progress

25% to Goal



100%

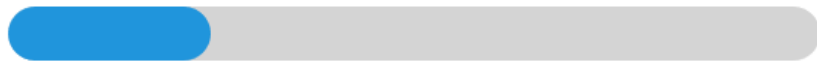


## 4.5.5 Initiate the alumni development process early to ensure students are engaged in the student college experience.

New Progress Bar

Progress

25% to Goal



100%

# 4.3.5 Enhance accommodations and services for ESL, and Workforce Development and Continuing Education students.

New Progress Bar

Progress

50% to Goal



100%

### 4.4.3 Develop continuing education programs that are specific to the needs and desires of the community.

