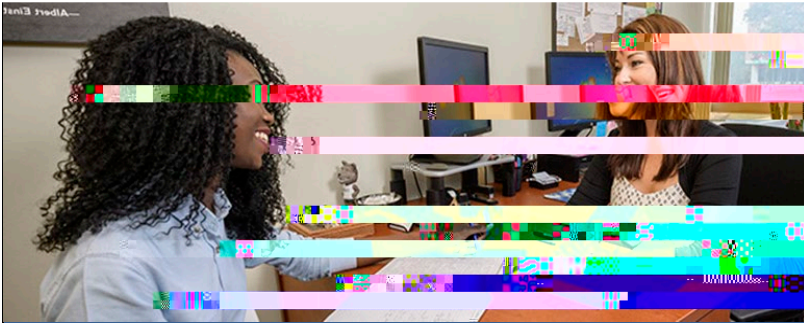




**JOHN A. LOGAN  
COLLEGE**

**INSTITUTIONAL  
OUTCOMES  
REPORT**

**Fiscal Year 2023**



# JOHN A. LOGAN COLLEGE LEADERSHIP

BOARD OF TRUSTEES

COLLEGE OFFICERS OF THE





# **JOHN A. LOGAN COLLEGE**

## **CORE INSTITUTIONAL STATEMENTS**

### **Vision**

Through innovation and equitable learning opportunities, John A. Logan College will be a College of excellence that inspires growth, cultivates learning, and promotes cultural understanding.

### **Mission**

To enrich lives through learning and community engagement.

### **Core Values**

**STUDENT-CENTERED:** We are committed to providing quality learning opportunities and assisting students at each step in their educational journey.

**INTEGRITY:** We are committed to creating trust and confidence in our college community that acts with

“To enrich lives through learning and community engagement.” – Mission

Student Success

- 1.1 Champion student success through a commitment to access, diversity, equity, and inclusion
- 1.2 Improve student persistence, completion, transfer, job placement, and lifelong learning
- 1.3 Deliver excellent academic programs that adapt and respond to student and community needs
- 1.4 Provide innovative services and technologies to meet the changing needs and expectations of students

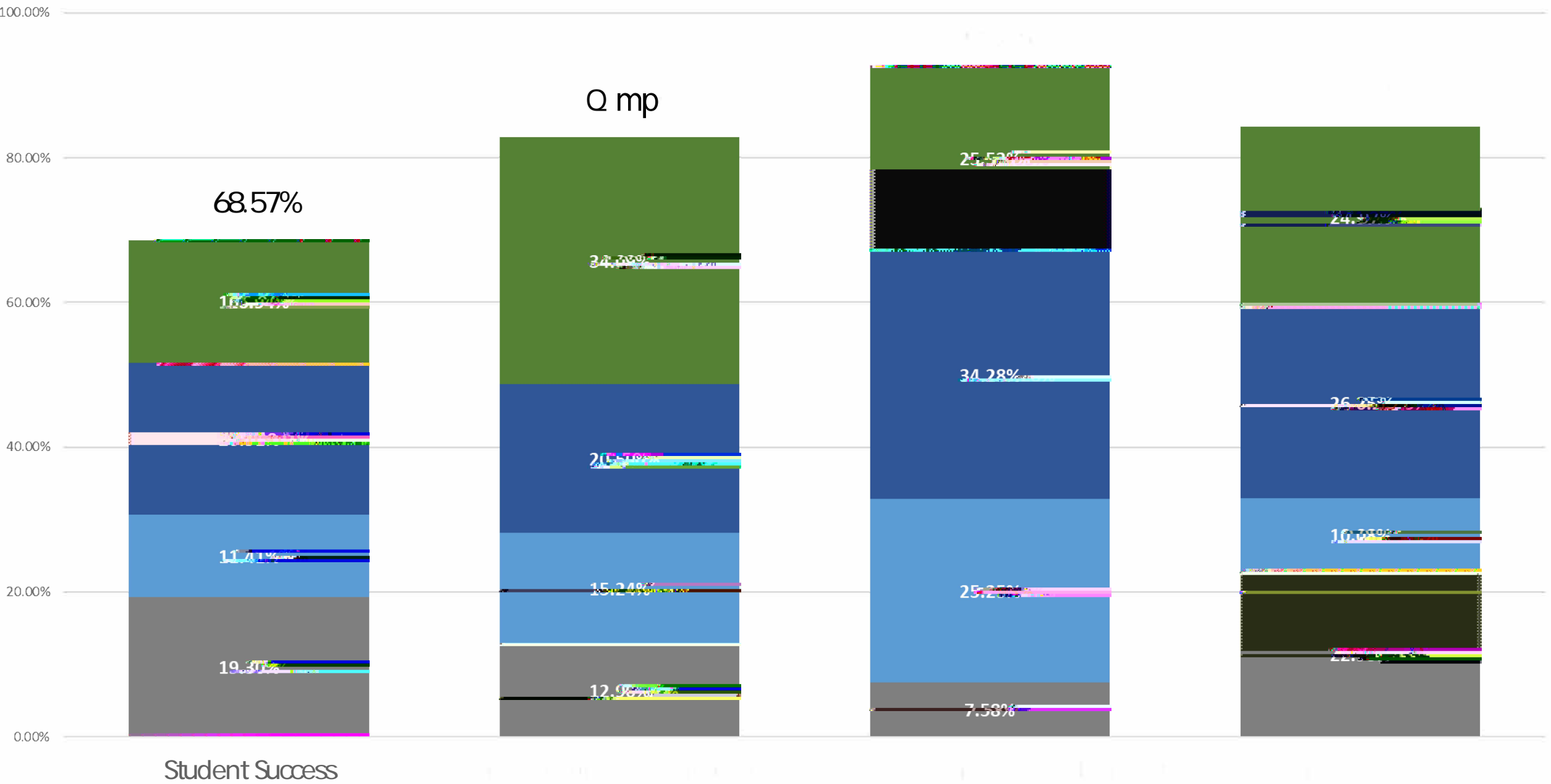
Arts, Culture, & Community Engagement

- 2.1 Foster an equitable and inclusive community which enhances life through arts, culture, and community engagement
- 2.2 Be a regional leader in...

Regional Career and Economic Development

Organizational Culture

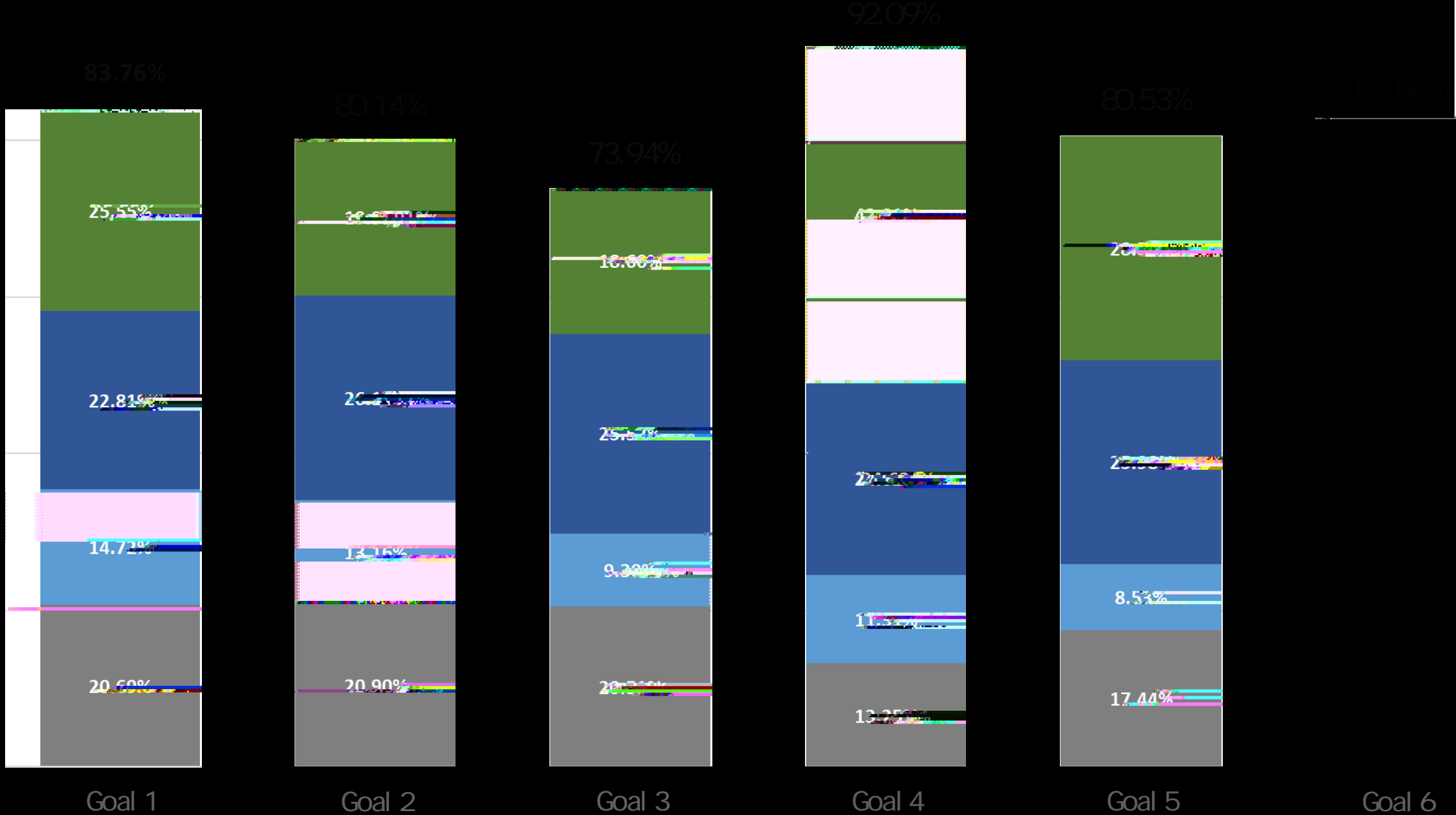
# FY 2023 Percentage of Completion for each Pillar





# FY 2023 Percentage of Completion for each Institutional Goal

10.00%  
800 %  
600 %  
400 %  
200 %  
0.00%





# 2023 ANNUAL PLAN YEAR-END REVIEW

## PRESIDENT'S DIVISION

Executive Officer: Kirk Overstreet
Key Strategy #1: Re-Imagine the Future of JALC.
KPI: Complete the cycle of goals, strategies, and tactics and report at June 2023 BOT meeting.
SLRP Pillar Alignment: Student Success; Organizational Culture
Institutional Goal: #1-Cultivate a healthy and safe community that fosters learning and productivity. #2-D

Executive Officer: Kirk Overstreet

Key Strategy #3: Work with Artspace 304 and Arts Midwest to bring events to campus and create a revolving lvpuc1.3 9atttevtctt c7 (BTJ0 Tc 0 Tw 0j-0.003 Tc 0.006 Tw 11.12 49Td (W0.6 7ingg . upp1.4 07.7 4.8 0)nd c

**Executive Officer: Kirk Overstreet**

**Key Strategy #5: Support the development of a Strategic Enrollment Management Taskforce that will create strategy and goals for student enrollment, retention, and persistence.**

**KPI:** Increase enrollment by 3% overall from Fall 2022; develop targets for persistence and retention examples below.

**SLRP Pillar Alignment:** Student Success

**Institutional Goal:** #2-Define and use data to support student success and institutional decision-making.  
#3-Implement practices that promote JALC core values.  
#6-Support a diverse, equitable, and inclusive environment.

**Action Steps:**

1. Reduce course success gaps: 1) between African American students and all students (total) by 0.5%;

**Executive Officer: Kirk Overstreet**

**Key Strategy #7: Increase mutually beneficial partnerships with high schools, employers, and community organizations.**

**KPI:** Support and reengage partnerships and build new relationships by visiting each of the area high school principals.

**SLRP Pillar Alignment:** Student Success; Career & Economic Development ~~high~~ 26.879 re W 26.879 re W n 879 re W





<b>Cabinet Officer: Jordan Mays</b>	
<b>Key Strategy #12: Increase Institutional Data Integrity and Transparency.</b>	
<p><b>KPI:</b> Create and Lead Data Integrity SMEs (subject matter experts) to reduce data errors within the data management system. Distribute data to the JALC website, Intranet, and email for greater transparency to all levels of the institution. Provide data facts in each of the monthly newsletters. Provide two (2) education/training opportunities for employees interested in learning more about interpreting posted data on Visualizations/Dashboards/Fact Books.</p>	
<b>SLRP Pillar Alignment:</b> Student Success; Organizational Culture	
<p><b>Institutional Goal:</b> #2-Define and use data to support student success and institutional decision-making.  #3-Implement practices that promote JALC core values.  #5-Provide internal and external communication that is consistent and accurate.</p>	
<b>Action Steps:</b>	
<ol style="list-style-type: none"> <li>1. Provide a session during Faculty/Staff Engagement Day to review data on the webpage, SharePoint, &amp; Teams Site.</li> <li>2. Provide Faculty specific training on course data reporting.</li> <li>3. Improve data integrity by identifying missing data elements and errors in the database.</li> </ol>	
<b>Strategy Achieved</b>	<b>Notes</b>
Partially Met	

**Cabinet Officer: Jordan Mays**

**Key Strategy #14: Stay abreast of strategic developments in the area of Institutional Effectiveness & Research.**

**KPI:** Maintain an Active Membership to AIR & IAIR. Attend at least two virtual meetings provided by ICCB, IAIR, and other professional development organizations. Attend two additional training/workshop opportunities throughout the year. Attend one (1) in-person conference such as JAM, AIR, or equivalent.

**SLRP Pillar Alignment:** Organizational Culture

**Institutional Goal:** #2-Define and use data to support student success and institutional decision-making.  
#3-Implement practices that promote JALC core values.

**Action Steps:**

1.





Cabinet Officer: Steve O'Keefe

Key Strategy #18:

**Cabinet Officer: Jeremy Sargent**

**Key Strategy #20: Develop strategies to support Institutional Goals 1, 3, & 5.**

**KPI: Develop 3-4 additional approved strategies during Q1 of FY23.**

**SLRP Pillar Alignment: Student Success**

**Cabinet Officer: Jeremy Sargent**

**Key Strategy #22: Improve the overall appearance of the campus.**

**KPI:** Develop KPI's to tackle new work and improve on existing work in Maintenance, Grounds, and Custodial Departments.

**SLRP Pillar Alignment:** Organizational Culture

**Institutional Goal:**



<b>Cabinet Officer: Staci Shafer</b>	
<b>Key Strategy #25: Increase completed online scholarship applications by 5 percent.</b>	
KPI: Increase total completed applications by 5% over the prior year based on Award Spring Scholarship Management Dashboard.	
SLRP Pillar Alignment: Student Success	
Institutional Goal: #2-Define and use data to support student success and institutional decision-making. #6-Support a diverse, equitable, and inclusive environment.	
<b>Action Steps:</b>	
<ol style="list-style-type: none"> <li>1. Increase outreach to students with "Subs &amp; Scholarships" Event.</li> <li>2. Follow-up with students with incomplete applications.</li> <li>3. Conduct info sessions for parents in the evenings at the local high schools.</li> </ol>	
<b>Strategy Achieved</b>	<b>Notes</b>
Fully Met 100%	All action steps completed: increased outreach to students, conducted informational sessions for parents, and followed up with students that had incomplete applications.

<b>Cabinet Officer: Staci Shafer</b>	
<b>Key Strategy #26: Grow support for the Foundation through the Alumni Association Development</b>	
KPI: Establish an Alumni Association and register 50 new members.	
SLRP Pillar Alignment: Arts, Culture, and Community Engagement	
Institutional Goal: #3-Implement practices that promote JALC core values. #5-Provide internal and external communication that is consistent and accurate.	
<b>Action Steps:</b>	
<ol style="list-style-type: none"> <li>1. Establish an Alumni Advisory Council.</li> <li>2. Build a membership benefits package.</li> <li>3. Design logo/branding and marketing materials for JALC Alumni Association.</li> </ol>	
<b>Strategy Achieved</b>	<b>Notes</b>
Partially Met 92%	Build membership benefits package. Designed new logo/branding for JALC Alumni Association. The new logo is on the website and on marketing materials. Still working to fully assemble the Alumni Advisory Council. This task will continue into FY24.

Cabinet Officer: Staci Shafer

Key Strategy #27: Increase overall Foundation contributions by 10 percent.

KPI:

**Cabinet Officer: Greg Starrick**

**Key Strategy #29: Enhance community engagement and involvement of charities.**

**KPI:** Enrich the lives of student athletes by incorporating community engagement and involvement of charities.

**SLRP Pillar Alignment:** Student Success; Arts, Culture, & Community Engagement; Organizational Culture

**Institutional Goal:** #3-Implement practices that promote JALC core values.  
#6--



<b>Cabinet Officer: Greg Starrick</b>	
<b>Key Strategy #31: Maintain Logan Athletics facilities and upgrade Logan Fitness and Brewer Gymnasium.</b>	
KPI: Complete projects needed for Brewer Gymnasium that will enhance the use of the gymnasium for both athletics and College use.	
SLRP Pillar Alignment: Arts, Culture, & Community Engagement	
Institutional Goal: #4-Position JALC as a strategic partner in the economic development of southern Illinois. #6-Support a diverse, equitable, and inclusive environment.	
<b>Action Steps:</b>	
<ol style="list-style-type: none"> <li>1. Update scoreboards/video boards in Brewer Gymnasium.</li> <li>2. Purchase turf groomer equipment to clean, maintain and extend the life of turf on baseball/softball fields.</li> <li>3. Implement a new design for the playing surface in Brewer Gymnasium.</li> <li>4. Relocate donor banners on the outfield fence of the softball field.</li> </ol>	
<b>Strategy Achieved</b>	<b>Notes</b>
Partially Met 75%	Many upgrades to the Logan facilities. Purchased turf groomer to maintain and extend the life of turf on softball/baseball fields. New design for Brewer Gymnasium. Donor banners were relocated to the outfield softball field fence. The only action item not completed was updating the scoreboards in Brewer Gymnasium.

<b>Cabinet Officer: Greg Starrick</b>	
<b>Key Strategy #32: Increase facility usage and customer satisfaction.</b>	
KPI: Completion of projects.	
SLRP Pillar Alignment: Organizational Culture.	
Institutional Goal: #1-Cultivate a healthy and	

**Cabinet Officer: Allan Willmore**

**Key Strategy #33: Increase community policing efforts of the JALC Police Department through community engagement events and activities.**

**KPI: Coffee with a Cop; In-**

Cabinet Officer: Allan Willmore



## **BUSINESS SERVICES DIVISION**

<b>Executive Officer: Stacy Buckingham</b>	
<b>Key Strategy #38: Develop a comprehensive Business Services communication plan for divisional dissemination.</b>	
<b>KPI:</b> Complete a Business Services Division Communication Plan to the President for review and feedback.	
<b>SLRP Pillar Alignment:</b> Organizational Culture	
<b>Institutional Goal:</b> #5-Provide internal and external communication that is consistent and accurate.	
<b>Action Steps:</b>	
<ol style="list-style-type: none"> <li>1. Establish a monthly schedule for Business Services divisional update meetings.</li> <li>2. Create a VP of Business Services master calendar that can be shared.</li> <li>3. Develop departmental VP playbook for succession planning.</li> <li>4. Develop a Business Office calendar, including A/P, grants, and other office dates.</li> <li>5. Develop a plan for continual updates to the Business Office calendar to ensure accuracy, timeliness, and relevant assignments.</li> <li>6. Develop a Bursar Calendar with due dates, refunds, FA disbursements, reports, and completions.</li> <li>7. Develop a Payroll Office task calendar with pay dates, tax deposits, reporting, etc.</li> <li>8. Develop a Conferences &amp; Events Scheduling Office task calendar.</li> <li>9. Develop MS Teams site for shared resources, group communications, and shared task calendars via planner for the Business Services Strategic Plan Group.</li> <li>10. Develop an Outlook Calendar for Purchasing, Campus Support Services, and receiving that can be shared with others.</li> <li>11. Establish regular direct report meetings with Purchasing, Campus Support Services, and Receiving staff to allow reporting for divisional updates.</li> <li>12. Update the Purchasing Handbooks, Campus Support Services Employee Handbook, and a Shipping/Receiving Department Handbook.</li> </ol>	
<b>Strategy Achieved</b>	<b>Notes</b>
Partially Met 94%	Most of the action steps were completed, including divisional update meetings; Business services master calendar; VP Playbook; Business office calendar; Bursar calendar; Payroll calendar; bi-weekly meetings; and MS team development. Updating the purchasing handbook and creating a conference & events calendar are still ongoing.

Executive Officer: Stacy Buckingham



Executive Officer: Scott Elliott

Key Strategy #42: Develop a campus-wide schedule for employee training covering technology usage with KPIs for assessing learning.

KPI:



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Cabinet Officer: Scott Elliott

Key Strategy #46: Provide hardware solutions for classrooms and offices that are functional, fiscally responsible, and planned for long-term growth and usability.

KPI:

**PROVOST DIVISION**

Executive Officer: Melanie Pecord

**Executive Officer: Melanie Pecord**

**Key Strategy #48: Increase fall-to-spring and fall-to-fall retention rates.**

**KPI:** Improve retention rates by 3% from fall to spring and fall to fall.

**SLRP Pillar Alignment:** Student Success

**Institutional Goal:** #1-Cultivate a healthy and safe community that fosters learning and productivity.  
#2-Define and use data to support student success and institutional decision-making.  
#3-

Executive Officer: Melanie Pecord

Key Strategy #49

