



“FASTEST-GROWING COMMUNITY COLLEGE IN THE NATION. . . .”

Or is it?

#### Overview

This document details an active initiative to increase Full-Time Enrollment (FTE) on paper only. A review of the included documentation reveals that administrators, members of the Suburban Law Enforcement Academy (SLEA) and Continuing Education worked together to institute a rather complex process designed to inflate FTE percentages. It is through the construction of fictitious courses and the altering of the Basic Law Enforcement (BLE) academy schedule without approval from the respective agency or accrediting body that College of DuPage (COD) has enjoyed the most recent acclaim for increasing enrollment throughout the past two terms. What we have is a potential travesty for the taxpayers of District 502 and lasting damage to the College’s reputation. Although not yet public, events surrounding this matter have already caused harm to personnel and certainly expose COD to a host of possible accreditation consequences, financial penalties and legal punishments.

College of DuPage has codified the following listed institutional values:

**INTEGRITY**

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

**HONESTY**

We expect truthfulness and trustworthiness.

**RESPECT**

We expect courtesy and dignity in all interpersonal interactions.

**RESPONSIBILITY**

We expect fulfillment of obligations and accountability.

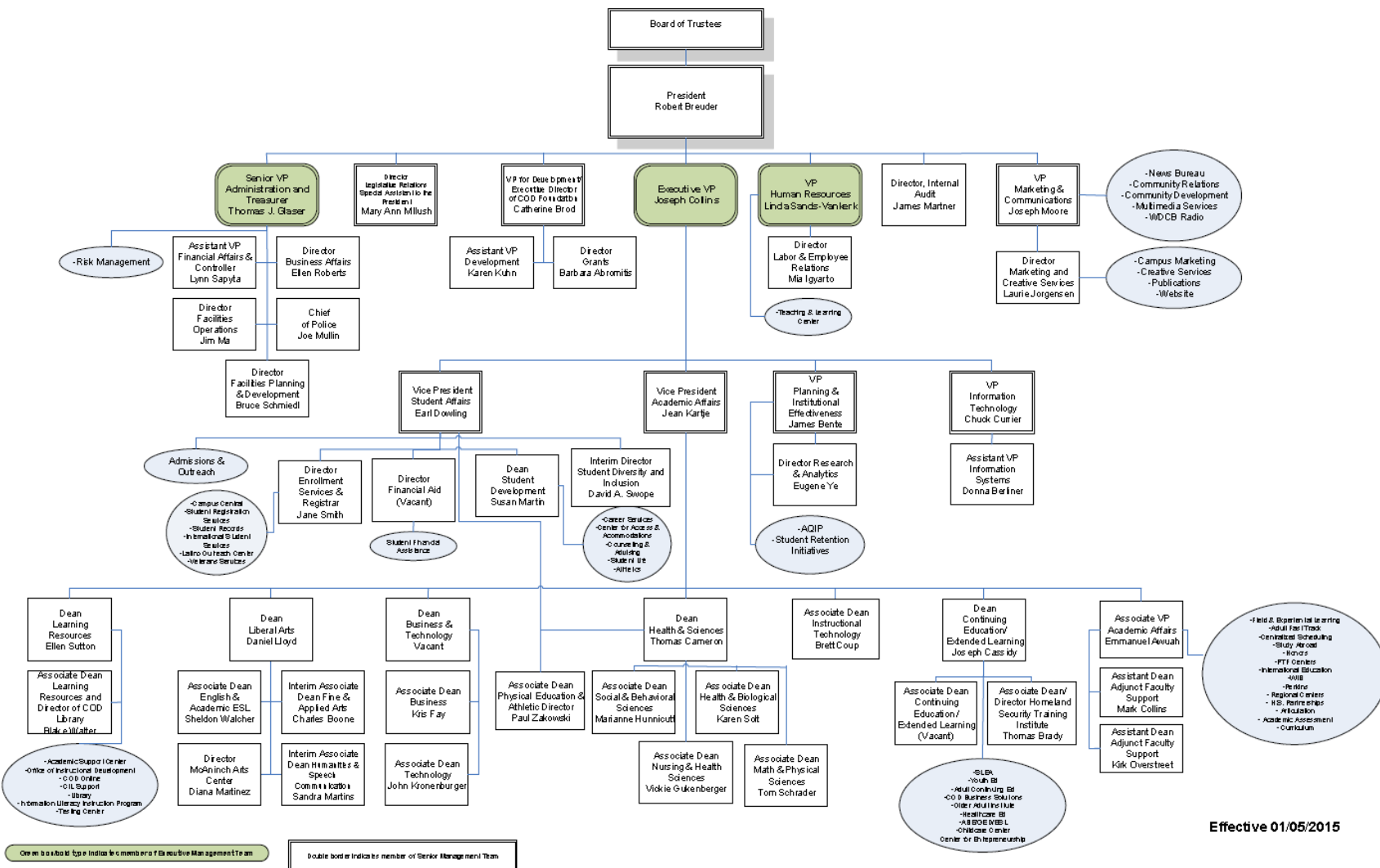
It is these core values that we believe were dishonored by an orchestrated effort christened the, "**Hunnicuttt/Casey Equity Initiative**" designed to falsely report Full-Time Enrollment (FTE) numbers to the Illinois Community College Board (ICCB) and the tax payers of District 502. It is that 'equity initiative' that has become the foundation under which College of DuPage administrators have constructed a hallow justification for ongoing expenditures on "vanity" projects such as the Culinary and Hospitality and most recent Homeland Security Phase II building.

The intent of this report is to provide the reviewer with information that is otherwise concealed by institutional barriers and provide them with an opportunity to formulate an official inquiry and aid in the construction of focused questions that are ultimately put forth to the College of DuPage Board of Trustees and administrators who were trusted with hundreds of millions of dollars of tax payer resources.

**Recipients of this report include, but are not limited to the following:**

- |   |   |
|---|---|
| State of Illinois Attorney General's Office                             | Illinois Community College Board (ICCB) |
| College of DuPage Faculty Association (CODFA)                           | College of DuPage Board of Trustees     |
| Chicago Tribune   | State Law Makers                        |
| Daily Herald  | Governor Bruce Rauner                   |
| Chicago Sun-Times   |   |
| State of Illinois Law Enforcement Training and Standards Board (ILETSB) |   |

### COLLEGE OF DUPAGE ADMINISTRATION ORGANIZATION CHART



Effective 01/05/2015

## Involved Personnel

The following list of COD personnel either initiated, received or were copied on e-mail communications involving the ***Hunnicutt/Casey Equity Initiative***:

- Robert Breuder, President
- Joseph Collins, Executive Vice President
- Earl Dowling, Vice President Student Affairs
- Jean Kartje, Vice President Academic Affairs
- James Bente, Vice President Planning & Institutional Effectiveness
- Chuck Currier, Vice President Information Technology
- Eugene Ye, Director Research & Analytics
- Thomas Cameron, Dean Health & Sciences
- Joseph Cassidy, Dean Continuing Education / Extended Learning
- Emmanuel Awuah, Associate Vice President Academic Affairs
- Thomas Brady, Associate Dean / Director Homeland Security Training Institute
- Marianne Hunnicutt, Associate Dean Social & Behavioral Sciences
- Michael Casey, Manager of HEC / Sec/SLEA
- Paul Zakowski, Associate Dean Physical Education & Athletic Director
- Vickie Gukenberger, Associate Dean Nursing & Health Sciences

The following list rank orders the individual's assessed level of involvement:

1. Robert Breuder, President
2. Joseph Collins, Executive Vice President
3. Joseph Cassidy, Dean Continuing Education / Extended Learning
4. Thomas Cameron, Dean Health & Sciences
5. Marianne Hunnicutt, Associate Dean Social & Behavioral Sciences
6. Michael Casey, Manager of HEC / Sec/SLEA
7. Thomas Brady, Associate Dean / Director Homeland Security Training Institute
8. Jean Kartje, Vice President Academic Affairs
9. Earl Dowling, Vice President Student Affairs
10. James Bente, Vice President Planning & Institutional Effectiveness
11. Emmanuel Awuah, Associate Vice President Academic Affairs
12. Chuck Currier, Vice President Information Technology
13. Eugene Ye, Director Research & Analytics
14. Paul Zakowski, Associate Dean Physical Education & Athletic Director
15. Vickie Gukenberger, Associate Dean Nursing & Health Sciences

## Highlights

The following highlights are provided as easy to review reference points:

- "We are looking good for ending in the Black on 10th day! We have 369 FTE dual credit registered compared to last year's 10th day number of 361. And, Continuing ED is only 5 FTE short of last year's number, when they were up an amazing 18.6%" (Executive VP, Joseph Collins, September 4' 2014 @ 10:33 a.m.).
- "Continuing Education (CE) needs 60 registrations and 20 FTE to be up 2%. Dan and team are keeping a full court press on SLEA Academy credit extension [which] is also a big part of this. Thanks Tom B., Tom C and of course Marianne for what we are calling the **Hunnicutt/Casey Equity Initiative!**" (Dean Continuing Education/Extended Learning [DCE & EL], Joseph Cassidy, September 4 @ 11:02 a.m.)
- "Great News! The SLEA Academy **equity** increase adds 6% to the total. We had not been counting this CJ increase as a done deal. Thus our prediction of 2% did not take this into account. Taken together, CE will likely end up 10% to 11% up from last year. Dan and team are out again today canvassing the district to work with partners on testing and registering students" (Dean Continuing Education/Extended Learning [DCE & EL], Joseph Cassidy, September 5 @ 12:19 p.m.)
- ". . . I want to point out two great performances. Dual Credit showed an increase of 132 FTE (a 36% increase over last fall) and Continuing ED ABE/ESL/GED had an increase of 136 FTE (a 14% increase over last fall). These two areas together resulted in a combined increase of 268 FT. **IF THEY HAD COME IN EVEN WITH LAST YEAR, WE WOULD BE UP ONLY ABOUT 25 FTE, OR 0.15%** [Emphasis added] (Executive VP, Joseph Collins, September 9 @ 9:33 a.m.)
- ". . . for what it is worth, the numbers below don't fully reflect total CE credit contribution which includes Pharm Tech, Real Estate and Message Therapy. Doesn't look like all of SLEA increase was under CE either. **WITHOUT CE AND DUAL CREDIT THE COLLEGE WOULD BE DOWN**" [Emphasis added] (Dean Continuing Education/Extended Learning [DCE & EL], Joseph Cassidy, September 9 @ 11:04 a.m.)
  - **This is stark contrast with Robyn Johnson's press release, *College of DuPage Shatters Enrollment Record, Up 9.4 Percent in Credit Headcount* and President Breuder's March 16 COD THIS WEEK reports of, ". . . consistent gains in enrollment" and even the Daily Herald article, *How College of DuPage bucks state's enrollment decline* published on 11/30/2014.**
- "This has been vetted and approved by the respective Deans and Associate Deans. There is sufficient hours associated with the added classes to allow for credit and these criminal justice classes have previously been approved by the curriculum committee." (AD Thomas Brady, November 18@ 7:43 a.m.)

## Introduction

Despite the increasingly venal culture, there are still those at the College who refuse to allow their integrity to be compromised. This report is the byproduct of one such employee who believed that it was necessary to expose a very serious threat to the College's embattled reputation, credibility and even its accreditation. It is the author's hope that this information will incite further inquiry and generate an official investigation that will protect the tax payers of District 502 and bring justice upon those who have broken the trust of the people they serve and restore College of DuPage's commitment to its reputation, image, and core values.

A concerted effort has been made to avoid speculation, but rather organize a web of information provided in the form of electronic communications, personal meeting notes, and college data that enables the reviewer to understand a rather complex construction of Full-Time Enrollment (FTE) reporting practices.

## Background

Sometime during the fall 2014 semester, the Training Director for the Suburban Law Enforcement Academy (SLEA), Dan Maloney, was asked by College of DuPage administrators to engage in activities that he ultimately believed threatened his reputation, values and ethical standards. Dan Maloney spent 30 years in law enforcement and retired as the Deputy Police Chief of Bartlett, Illinois. After retiring from Bartlett Police Department, Dan Maloney continued his work in law enforcement as the police academy Training Director for the Suburban Law Enforcement Academy (SLEA) that is run out of College of DuPage. The Suburban Law Enforcement Academy is governed by the Illinois Law Enforcement Training and Standards Board (ILETSB). SLEA's curriculum is approved and regulated by the ILETSB.

It is important to understand that College of DuPage has no authority over what is trained or taught in the academy as those standards are authorized by the ILETSB. However, College of DuPage allocates credit to those recruits in the academy based on criteria that are established for and accrediting community college under the regulation of the Illinois Community College Board (ICCB), the Higher Learning Commission (HLC), and the College of DuPage.

Years ago, prior to Dan Maloney coming to work for College of DuPage, Bob Murdock a full time professor in criminal justice and the coordinator of the program, agreed to award criminal justice credits to police recruits who successfully completed the police academy. Professor Murdock, established the access to credit as he felt the academy covered the course objectives for a specific set of criminal justice classes and that the instructors were properly credentialed.

In order to teach credit criminal justice courses an instructor needs at least a master's degree in Criminal Justice, Juris Doctorate, or an appropriate master's degree in a related field. Per the

agreement set forth by Professor Murdock, the college eventually would award a total of 13 credits to police recruits.

It was deemed appropriate that College of DuPage would classify credits earned by recruits as all other credit earned by students who were enrolled in traditional credit courses and thus receive reapportionment funds for these *so called* students as Full-Time Equivalent (FTE) of the college. In addition, the academy designated someone that was properly credentialed who would sign-off on all grades for recruits who received credits while in the academy as they were considered the instructor of record who had the appropriate credentials and were thus qualified to teach at the college.

The assigned person from SLEA that signed off on grades did not teach over 40 hours in any academy. They signed as the instructor of record for all grades, but in fact they did not teach the classes in which they were signing for grades. The equivalent would be a properly credentialed professor sitting in her office for 16 weeks during the semester while someone else with improper credentials taught their class. At the end of the semester, that professor signs-off on all grading paperwork as if they actually taught the class and the students are awarded credits under false pretense.

Based on the current record, an approval process involving someone other than the person who actually taught the course has gone on for more than 8 years. In addition, the HLC requires that college courses be taught by properly credentialed faculty; therefore, having unqualified staff attesting to the completion of college-level coursework jeopardizes accreditation and does not comport with those expectations required of students enrolled in any regularly held class throughout the College. Moreover, the College recoups monies from the state for every credit that they are counting as Full-Time Credit (FTE).

The practice of counting credits within SLEA as Full-Time Enrollment (FTE) was an ill-conceived idea and laid the groundwork for the current level of abuse. Receiving reimbursements for instruction that does not comport with established curriculum and accreditation standards has been condemned by the Illinois Community Board (ICCB). For example, in 2014 John A. Logan College was ordered to repay \$1.7 million in reimbursements that the school received for credits earned at its Community Health Education Complex (see enclosure)

The College of DuPage continues to count credits offered via SLEA as Full-Time Enrollment (FTE) credit and recoups monies from the state. An additional benefit is that COD can report to the ICCB and tax payers that our 10-th day FTEs continue to increase,

*“Our combined efforts have led us to consistent gains in enrollment. Most recently, our net 10<sup>th</sup> day FTEs were up 2.1 percent (to 15,952) for the spring 2015 term while credit headcount was up 3.6 percent to (29,108)—the highest-*

*ever spring enrollment for this institution. Additionally, we had the largest increase in FTEs (326) and credit headcount (1,008 in the state)” (COD This Week, March 16, 2015) [see enclosures]*

Recently, the Administration at the college has been touting their increase in enrollment and even boasts that COD is the only community college in the state that has an increase in enrollment. This report will show that those numbers have occurred in part due to a willful intent to boost enrollment using SLEA’s police recruits. In fact, Maloney indicates in notes that accompany this letter that other institutions have not accept the credits as transferrable from recruits because they do not meet the learning objective requirements. All academy course should be reviewed by a full time faculty member with a background in teaching the police courses to verify if the credits issued are in fact meeting the learning objectives.

## **Narrative of Events**

In December of 2014, Dan Maloney abruptly resigned his position with SLEA because he refused to approve the proposed change in the credit hours being given to police recruits for hours and training they never received. **In other words, COD Administrators approved more hours for credit being awarded to recruits but no more training hours were added.**

Maloney brought his concerns to Dean Joe Cassidy, Associate Dean Dan Deacy, Associate Dean Tom Brady, SLEA Director Mike Casey, and Associate Dean Marianne Hunnicutt (see related e-mail enclosures from Dan Maloney). At each level he was turned away and ignored. Maloney insisted faculty and respective Curriculum Committee members brought in to assist with decision making so as to appropriately address what he viewed as a threat to accreditation and the reputation of SELEA. He was denied that request. Maloney asked that the Illinois Community College Board (ICCB) be contacted so as to ensure that what was being done was appropriate. Again, he was ignored and denied the request. He was told that the Criminal Justice discipline at College of DuPage was contacted and signed off on the credits (see enclosures). An investigation into this statement will reveal that no full time faculty member in Criminal Justice at College of DuPage had ever been contacted and signed off on the credits. That only could have come from Dean Thomas Cameron and/or Associate Dean Marianne Hunnicutt. It is worth noting that several meetings had taken place in the past 5 years between full time criminal justice faculty and SLEA. SLEA was informed during those meetings that their curriculum did not warrant further credit. Their instructor credentials were also questioned.

In a series of e-mails that accompany this report, Dan Maloney continuously tried to communicate with his supervisors (Cassidy, Brady, and Casey) that what they were doing was likely unethical. For those reasons, Maloney refused to sign-off on grades for those recruits and ultimately resigned. Shortly after Maloney’s resignation, Associate Dean, Thomas Brady signed



for those courses. Eventually, the extra credits would be added to the College's FTE count, resulting in a host of adulating news stories and further obfuscation of the truth. Despite tens of millions of dollars spent, enrollment remains stagnant. What happened next appears to be the utter disregard for Illinois Community College Board (ICCB) policies and accreditation standards and the willful intent to fraudulently boost College of DuPage enrollment numbers and reapportionment from ICCB for fraudulent credits given to recruits.

The following timeline provides a thumbnail sketch of events and communications related to what became known among the involved as the "**Hunnicuttt/Casey Equity Initiative**". Everything therein is supported by a corresponding electronic communication and provide for the convenience of the reviewer:

## Hunnicutt/Casey Equity Initiative Timeline

Aug. 27, 2014

- 8:00 a.m.: Associate Dean (AD) for Social and Behavioral Sciences (SBC), Marianne Hunnicutt sends 'High' importance email to Associate Dean/Director CE/HEC Thomas Brady and indicates that a syllabus on the Blackboard shell for the SLEA classes must be posted as, "That is our record for ICCB and each of the classes should have a syllabus attached. SLEA Program Manager (PM) Dan Maloney is copied on that communication.

Aug. 28, 2014

- 8:00 a.m.: AD, Hunnicutt sends 'High' importance email to AD Brady, indicates that three new SLEA courses are showing up on the, "missing syllabus list". PM Maloney receives copy of that communication.
- 2:17 p.m.: AD Brady sends 'High' importance email to PM Maloney regarding missing syllabi for Gangs and Criminal Justice Law (CRIMJ 1135), Criminal Investigations (2230), and Juvenile Delinquency (CRIMJ 2240), and indicated that, "These classes have been approved by CJ for additional credit for the recruit classes." Further states that, "This needs to be completed as soon as possible, but no later than COB tomorrow."

Sep. 2,  
2014

- 11:25 a.m.: Administrative Assistant, Adrianna Costello, sends 'High' importance message to AA Anabel Cruz, AA Marie Tenzinger, and AA Susan Vena, Cc: Dean Thomas Cameron, AD Hunnicutt, Dean Vickie Gukenberger and AD Paul Zakowski, indicating that there are various SLEA course syllabi on the Business Objects missing syllabi report. She further states that, "This is my first experience with SLEA courses being on the list, and didn't realize that we had to follow-up on them."
- 12:30 p.m.: AD Hunnicutt sends PM Maloney a 'High' importance email indicating that syllabi must be uploaded as an "Item" not a "File." She also indicates that Maloney must make the entire shell "available" for the class.
- 12:54 p.m.: PM Maloney sends AD Hunnicutt and cc AD Brady and the Manager of HEC / Sec/SLEA, Michael Casey, asking for clarification of the syllabus posting requirement.
- 3:07 p.m.: SBC Administrative Assistant, Anabel Cruz, sends 'High' importance email (RE: IMPORTANT! MISSING SYLLABUS) to PM Maloney and indicates that it, ". . .has been brought to our attention you have several SLEA course syllabi on the Business Objects missing syllabi report that need to be posted ASAP." She identifies CRIMJ 110-SL151, CRIMJ 1120-SL151, and CRIMJ 1152-SL151. She further states that, "**Remember that compliance with due dates is an expectation of employment. The official list will be pulled on Tuesday. You need to take care of this TODAY.**"
- 3:12 p.m.: PM Maloney responds to AA Cruz and states, "I have never submitted syllabus on these classes in the past. I assume I will receive the existing syllabus from C.J. department and then I can proceed accordingly."

Sep. 4,  
2014

- 10:33 a.m.: Executive VP, Joseph Collins sends email to Emmanuel Awuah, Joseph Cassidy, Daniel J. Deasy, and Trish Ambrosio Cc Jean Kartje, James Bente, Charles Currier, and Earl Dowling. States that, "We are looking good for ending in the Black on 10th day! We have 369 FTE dual credit registered compared to last year's 10th day number of 361. And, Continuing ED is only 5 FTE short of last year's number, when they were up an amazing 18.6%"
- 11:02 a.m.: Dean Continuing Education/Extended Learning (DCE & EL), Joseph Cassidy, sends email to Executive VP, Joseph Collins, Associate VP Academic Affairs, Emmanuel Awuah, the Manager, CE Ops. & Grants, Daniel J. Deasy, and Program Advisor Trish Ambrosio, indicates that "Continuing Education (CE) needs 60 registrations and 20 FTE to be up 2%." He further states that, "Dan and team are keeping a full court press on SLEA Academy credit extension [which] is also a big part of this. Thanks Tom B., Tom C and of course Marianne for what we are calling the Hunnicutt/Casey Equity Initiative!"

## Hunnicutt/Casey Equity Initiative Timeline

Sep. 5,  
2014

- 12:19 p.m.: Joseph Cassidy sends email to Executive VP Joseph Collins, VP Student Affairs, and Vice President of Planning and Institutional Effectiveness, James Bente, indicating that there is "Great News! The SLEA Academy **equity** increase adds 6% to the total. We had not been counting this CJ increase as a done deal. Thus our prediction of 2% did not take this into account. Taken together, CE will likely end up 10% to 11% up from last year. Dan and team are out again today canvassing the district to work with partners on testing and registering students."
- Identifies other CE programs where tactics of directing non-traditional students into credit programs like **Pharmacy Technician, Real Estate, and Message Therapy.**
- He further states that he wants to waive application fees, require no testing into the program and no "proof" of degree, etc. (p.2)
- Cassidy states that, "Debbie Hasse pushed hard to get students to enroll in the 1 credit hour 2nd course now while it doesn't run till December. These FTE show up in Bus & Tech" (p.2)
- Cassidy further conveys that he wants to use the same **equity** approach in Message Therapy and that, "Pat O'Shaughnessy is exploring growing this **FTE contribution in the terms to come**" (p. 2)
- Cassidy states that, "CE will increasingly introduce non-traditional students to credit courses while providing extra credentials to traditional students already on campus" (p. 2).

Sep. 9,  
2014

- 8:44 a.m.: James Bente sends email to Robert Breuder and Senior Management Team (SMT) Cc Eugene Ye, John Bollweg, Judith Murphy, Darryl Tyndorf, Jan Hunsicker, and Laurette Jorgensen, *Official 10th Day Fall 2014 Numbers, "Great work by everyone - Congratulations!"*
- That email includes a table indicating that FTEs for Business Technology and Continuing Ed are up 4.6% and 13.6% respectively.
- 9:33 a.m.: Joseph Collins sends email to James Bente, Robert Breuder, and Senior Management Team (SMT), ". . . I want to point out two great performances. Dual Credit showed an increase of 132 FTE (a 36% increase over last fall) and Continuing ED ABE/ESL/GED had an increase of 136 FTE (a 14% increase over last fall). These two areas together resulted in a combined increase of 268 FT. **IF THEY HAD COME IN EVEN WITH LAST YEAR, WE WOULD BE UP ONLY ABOUT 25 FTE, OR 0.15%** [Emphasis added]
- 11:04 a.m.: Joseph Cassidy sends email to Continuing Education Staff, "Joe Collins stopped by for about 3rd time a week to say 'holy, cow, did you guys do it!' Along with a big congratulations and thank you.
- Cassidy further states, ". . . for what it is worth, the numbers below don't fully reflect total CE credit contribution which includes Pharm Tech, Real Estate and Message Therapy. Doesn't look like all of SLEA increase was under CE either. **WITHOUT CE AND DUAL CREDIT THE COLLEGE WOULD BE DOWN**" [Emphasis added]
- Cassidy concludes, "So, FTE growth from these areas relates in future FTE growth in degree seeking programs."

Oct. 21,  
2014

- 3:56 p.m.: AD Thomas Brady sends SLEA PM Daniel Maloney an email and Cc Michael Casey. Brady states that he received a call from AD Marianne Hunnicutt who stated that mid-term grades need to be input for the new credit courses for SLEA

## Hunnicutt/Casey Equity Initiative Timeline

Oct. 22,  
2014

- 8:25 a.m.: SLEA PM Daniel Maloney sends email to AD Thomas Brady stating that he was, "...not prepared to enter grades for classes due [to] the concerns I expressed to you and Mike on Sep. 26th. I need some clarification as I said these classes appear to lack the necessary instructional hours and as well as a measure of accessing academic performance. "
- 8:46 a.m.: AD Thomas Brady responds to Maloney's message and states, "We are meeting on this today and will let you know what the resolution will be."

Oct. 23,  
2014

- 4:20 p.m.: SLEA PM Daniel Maloney responds to AD Thomas Brady's email and states that he, "... would like to meet with you and Mike (Casey) on these latest classes you are directing me to submit grades for. The classes in question have changed but the issue of necessary instructional hours and as well as a measure of accessing academic performance appear to be the same."

Oct. 24,  
2014

- SLEA Program Manager Daniel Maloney, Associate Dean Thomas Brady and HEC / Sec/SLEA, Michael Casey attend meeting. See pp.1-3 *Summary of 102414 meeting with Tom Brady and Mike Casey regarding proposed increase in COD Academic Credit for Basic Law Enforcement (BLE)* for detailed meeting notes created by D. Maloney (see enclosures).

## Hunnicuttt/Casey Equity Initiative Timeline

Oct. 31,  
2014

- 5:12 p.m.: SLEA PM Daniel Maloney sends email to AD Thomas Brady, Cc Michael Casey expressing concern, ". . . due to the minimum hours historically that are needed in COD class and some other methods used to measure academic achievement (projects and tests) I am still not prepared to assign grades to these classes based on the method my predecessor and I have done it for many years."
- He further states, "My recommendation would be to have these additional credit classes and the existing classes evaluated by the curriculum committee to determine if my concerns are incorrect."
- On 11/14/2014, D. Maloney states that despite submitting his concerns to Thomas Brady and Mike Casey, he has yet to receive a response (see *Summary of events since 102414 meeting regarding grades needed for new CRIMJ classes*).

Nov. 18,  
2014

- 7:43 a.m.: AD Thomas Brady sends SLEA PM Daniel Maloney, Cc Michael Casey, an email and states, "This has been vetted and approved by the respective Deans and Associate Deans. There is sufficient hours associated with the added classes to allow for credit and these criminal justice classes have previously been approved by the curriculum committee."
- 8:23 a.m.: SLEA PM Daniel Maloney emails AD Thomas Brady, Cc Michael Casey, an email requesting that the process, ". . . be vetted by the curriculum committee and faculty." He also conveys that, "I am uncomfortable assigning grades to these new classes that have been to me. As I said before 480 hours does not equate to 18-21 semester hours and the measurements of academic achievement as listed in the CRIMJ classes are always done which can be problematic if audited by ICCB or another body. This needs to be fixed before it becomes a larger issue. I am requesting your help in this matter."
- 9:14 a.m.: AD Brady responds to D. Maloney with a request to meet and discuss concerns and issues.
- 2:52 p.m.: D. Maloney responds affirmatively and suggests that a member of the faculty or curriculum committee attend the intended meeting.
- 4:42 p.m.: AD Brady responds to D. Maloney and states that, "This does not involve faculty." He further states that, "Dan and Joe are very familiar with the process for credit approval at the College for Continuing Education. I am sure that they can address some of the concerns that you have."

Nov. 19,  
2014

- 8:25 a.m.: SLEA PM D. Maloney responds to AD Brady's last Nov. 18th message and states, "Academic credit and Continuing Education credit are to my understanding two different things. All of us in this process including Dan and Joe are not academia. We are from Continuing Education. As I said earlier at our earlier meeting of Oct. 24. I would like an opportunity to discuss this issue and express my concerns to Dr. Kartje."
- 9:47 a.m.: AD T. Brady, "We can discuss at the meeting next week." Meeting scheduled for November 25, 2014.

Nov. 25,  
2014

- SLEA Program Manager Daniel Maloney, HEC / Sec/SLEA, Michael Casey, and Joe Cassidy, attend meeting. See pp.1-2 *Summary of events since 111514 meeting regarding grades needed for new CRIMJ classes* for detailed meeting notes created by D. Maloney (see enclosures).

The fall 2014 semester appears to have been the test subject for these credits. Seeing how easy it was to 'pad' numbers through double counting and arbitrarily adding college credit, it was decided to continue the practice. Executive Vice President of College of DuPage has conversation with Cassidy about his sure amazement to how "they did it." (See Cassidy's e-mail regarding Collins comments). Cassidy sends e-mails to his subordinates about keeping up the fine work and how the entire college would be down in numbers if it were not for continuing education. He appears to be bragging about the fraud he has committed.

The fraudulent practice work so well in fall of 2014, Joe Cassidy, Tom Cameron, Marianne Hunnicutt, Mike Casey and Tom Brady decided to continue their credit fraud scheme as if no one was watching. In the spring 2015 semester, SLEA again awarded more than 120 recruits 18 criminal justice credits each at the direction of Joe Cassidy. This accounts for a significant boost in overall credit enrollment and FTE students. Tom Brady once again signs for the grades as the instructor of record when in fact he does not teach academy classes and Marianne Hunnicutt works with him at the direction of her supervisor Tom Cameron. This same group has already put the same scheme into action for fall 2015 (see attached course schedules for Fall 14, spring 15 and fall 15).

Another aspect that needs to be audited is how many classes Continuing Education actually runs through what is known as the Homeland Security Institute. The Institute has one employee, Tom Brady. For clarification, College of DuPage has an established Homeland Security Education Center (HEC) where many Liberal Arts degree seeking students take classes. In addition, the COD Police Department and SLEA occupy the space. There is, however, NO Homeland Security Institute. The HSI is an enigma and exists in name and Associate Dean only. We recommend that the employ of Thomas Brady and the Homeland Security Institute become a sources of questions for the COD Board of Trustees and administrators alike.

It appears from records provided in this report that almost half of the classes listed for the Homeland Security Institute are cancelled. Meaning, the schedule is filled with faux courses that are never intended to actually populate with students. The net effect is a seemingly growing and robust Homeland Security Program. Some numbers listed are questionable. For example, on 10/18/14 there was a Community Emergency Response Team (CERT) group from several different areas that rented out space in the Homeland Security Education Center for a training. Continuing Education listed 187 people as taking some sort of Continuing Education course which was not the case (see enclosures). You would have to think about what other courses that they have done the same type of reporting.

The SLEA also runs training classes as well through Continuing Education. They list almost 6 pages of course and only about 20-30 percent actually has been taught with minimal seats being filled.

Why is this significant? Possibly because COD is in the midst of building a new \$16 to \$20 million dollar facility with taxpayer money that could be sitting idle. In other words, why is it needed? Where is the survey of the community that substantiated the additional space that is NOT intended for teaching student, but rather those willing to pay for gun range memberships?

In October 2013, the College of DuPage announced that it was moving forward with plans to expand its training options for area emergency response agencies. It was reported that the COD Board of Trustees unanimously approved architectural and construction management contracts for building Phase II of the Homeland Security Training Institute (BOT Meeting Archive, 10/17). In the cover of darkness, literally, the COD BOT committed 16-million (estimated), to construct a, “. . . much needed additional first responder instruction for advanced firearms training, interactive ‘shoot/don’t shoot’ simulation, and weapons cleaning/repair training.”

The college stated they were running out of space and needed the Phase II building. There was no need for a firing range. It is important to note that credit students do not and never will use firing ranges; police recruits use this type of facility. What is really unusual is about building such a structure is two important facts. One, SLEA recruits had been using the Will County gun training cite for FREE and two, who will be using this gun range? It will not be the students whose taxpaying families have footed the bill for such a structure. Again, another building on campus that really has no student use (there are no credit classes that will or should use this facility). Sound familiar, see the Waterleaf.

It appears the numbers fudged, fraudulent credits, and the appearance of several training classes that never were taught or minimally attended were used to assist in justifying another white elephant on campus. It seems the running theme and justification for building some new facilities were to tell the public that the college needed more space and that students would be the primary users. That is not the case with the Waterleaf and nor will be the case of the Phase II homeland security. The tax payers will be left to foot the bill while President Robert Breuder will have a building named after him and a large payout that was based on the falsified and fraudulent student numbers and those numbers used to justify building a \$16 to \$20 million dollar building that was not needed for credit instruction and will sit mostly idle.

This letter also questions how can police officers be trained under the guidance of unethical individuals? If they are cutting corners here and knowingly committing fraudulent acts, what are the recruits being taught? These are serious questions. Should the College of DuPage even be entrusted with training police recruits? The college possibly losing 300-400 thousand dollars

a year as the monies recouped from (ILETSB) does not cover the operating cost. According to Dan Maloney, SLEA has always lost money. Should the taxpayers of District 502 be footing the bill for law enforcement training from jurisdictions around the state? With state dollars becoming increasingly less and less, why didn't President Breuder look into possibly doing away with SLEA rather than keep running up a tab? In fact, the University of Illinois which houses the Police Training Institute threatened to do away with their academy because it was taking up \$1 million dollars annually from other campus needs and its primary mission.

There are serious questions being raised about the possible fraudulent activities surrounding SLEA and credits being issued to police recruits. Other questions arise as well, what happens when COD graduates attend the academy who have a criminal justice degree from COD? These former students are being given credit for credits they have most likely received. What about other recruits who have degrees from other colleges and universities. The same applies to them as well.

It seems the administrators involved in this scheme all were thinking about boosting enrollment rather than student needs. This was not about giving police recruits credits as many of them are college graduates already or have obtained some college credits. A state already strapped for cash has been literally duped by those at the College of DuPage who have found a new way to waste taxpayer money, all the while securing their next contract by stating look how wonderful we are doing our jobs. Yes, administrators at College of DuPage are given new contracts, based on numerous performance based models some of which are the number of new programs their areas create, student enrollment, and overall college performance.

This should be investigated. Please see Dan Maloney's notes and e-mails he provided. Maloney is an upstanding citizen and public servant. He has indicated he will only speak to formal investigators from law enforcement, ICCB staff, and formal auditors.



## Proposed questions that the public should ask/demand answers to:

- If enrollment is so strong, why the need for the Hunnicutt/Casey Equity Initiative?
- Are administrator's contracts and bonuses related to enrollment?
- What is the true growth/contraction of enrollment minus the **Equity Initiative**?
- How much money does SLEA lose every year?
- How come the college board and taxpayers were not informed of the hundreds of thousands of dollars SLEA loses every year before building more unnecessary buildings for an already in the red program?
- Request the cost analysis for SLEA for the past 20 years.
- What were the results of the 'survey' used to determine the need for Homeland Security Phase II?
- Why is a community college operating a gun range? What is the liability to the taxpayer?
- How does COD plan on maintaining the cost associated with maintaining and operating a gun range?
- How may 'memberships' have been secured and will that be enough to sustain HEC Phase II?
- How many classrooms in HEC Phase II are dedicated to teaching students NOT cadets?
- Why is the Suburban Law Enforcement Academy (SLEA) excluded from the COD organizational chart when the Director, Mike Casey, reports to the Dean Continuing Education / Extended Learning, Joseph Cassidy?
- Who reports to the Associate Dean / Director Homeland Security Training Institute, Thomas Brady?
- What is the Homeland Security Institute and where is it on the organizational chart?
- How does becoming a regional training center for government agents, not students, align with the College's Mission?