Bronx Community College of the City University of New York
2014-15 Academic Year
Performance Goals & Targets for CUNY Executives

Office of Academic Affairs
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Goal and Target	**Performance Assessment/Outcome**
A. **University Goals**	
1. Increase opportunities for students to be taught by full-time faculty a. Percentage of instruction delivered by full-time faculty b. Ratio of Student FTEs to Full-time Faculty	a. Increased from 54.7 to 57.5 (CC Average 50) b. Decreased from 27.2 to 26.6 (CC Average 33.3)
2. Increase faculty scholarship and research impact a. Average number of publications and creative activities (3-year weighted rolling average) b. Number of funded research grants c. Total dollar amount of research grants (3-year weighted rolling average)	a. Maintained at 0.3 (CC Average 0.5) b. Maintained at 0 c. Increased from $1,051 to $25,000
3. Ensure that students make timely progress toward degree completion a. Average number of credits (equated credits) earned in one year b. Percentage of students who earn 30 credits (equated credits) per year c. One-year retention rate of first-time freshmen (actual and regression-adjusted)	a. Increased from 19.5 to 19.8 (CC Average 21.0) b. Increased from 10.8 to 11.9 (CC Average 16.7) c. Increased from -1.7 to 2.5
4. Increase graduation rates a. Four-year graduation rate of first-time freshmen (actual and regression-adjusted) b. Six-year graduation rate of first-time freshmen	a. Increased from 17.4 to 19.1 (CC Average 20.5) b. Decreased from 22.4 to 21.2 (CC Average 26.4)

5. Improve student satisfaction with academic support and student support services a. Even years: Colleges will report on policies, practices, and activities intended to increase student satisfaction with academic and student support services b. Odd years: Student satisfaction with *Academic Advising Effectiveness* and *Campus Support Services* as measured by Noel-Levitz SSI	b. Decreased from 5.2 to 5.1 (CC Average 5.1)/ Campus Support services -- Maintained at 4.9 (CC Average 5.1)
6. Improve student satisfaction with administrative services a. Even years: Colleges will report on policies, practices, and activities intended to increase student satisfaction with administrative services b. Odd years: Student satisfaction with *Recruitment and Financial Aid Effectiveness, Registration Effectiveness,* and *Service Excellence* as measured by Noel-Levitz SSI	Recruitment and Financial Aid Effectiveness - Decreased from 5.1 to 4.9 (CC Average 5.1) Registration effectiveness- Decreased from 5.3 to 5.2 (CC Average 5.3) Service excellence –Decreased from 5.2 to 5.1 (CC Average 5.2)
7. Increase revenues a. Voluntary contributions (3-year weighted rolling average) b. Grants and contracts (3-year weighted rolling average) c. Alternative revenues (e.g., rentals, licensing, ACE) (3-year weighted rolling average)	Data not yet available
8. Use financial resources efficiently and prioritize spending on direct student services a. Spending on instruction, research, and student services as a percentage of tax-levy budget b. Percent of budget in reserve (colleges should target 1-3%)	

9. Increase the proportion of full-time faculty from under-represented groups a. Percentage of full-time faculty from under-represented groups (total minority, women, Italian Americans)	Women- Increased from 48.6 to 49.5 (CC Average 54.5) Minority- Decreased from 45.7 to 45.2 (CC Average 39.0) Italian- Increased from 6.7 to 6.8 (CC Average 6.2)
B. Sector Goals - Goals for Community Colleges	
1. Create more efficient remediation pathways a. Percentage of students fully proficient by the end of the first year (of those initially needing any remediation)	Increased from 33.3 to 36.4 (CC Average 45.4)
2. Prepare students for transfer to baccalaureate programs a. Percentage of first-time freshmen transferring to any baccalaureate program within 6 years b. Transfer rate of AA/AS graduates to any baccalaureate program **c.** Mean first-semester GPA of baccalaureate transfers from CUNY community colleges	a. Decreased from 27.5 to 26.4 (CC Average 30.2) b. Decreased from 69.0 to 64.3 (CC Average 68.6) c. Decreased from 2.75 to 2.68 (CC Average 2.68)
3. Increase (or maintain high) pass rates on professional licensure exams a. Professional licensure pass rates (Nursing [NCLEX], Occ. Therapy Asst. [NBCO-COTA], Resp. Therapy Asst.[NBRT-CRT/RRT], etc.)	NCLEX Decreased from 83.3 to 75.9 (CC Average 78.0)
C. College Focus Areas – BCC	

1. Accreditation will be maintained/reaffirmed for the College and its Academic Programs	• Received Reaffirmation from MSCHE • Reaccreditation- ACEN- Nursing Program • Reaccreditation – ABA- Paralegal Program • Reaccreditation- ACBSP- Business Programs • Completed BCC Program Reviews/ Self Studies: Department of Health, Physical Education and Wellness and Department of Biological Sciences • Initiated Program Reviews/Self Studies: Department of History, Radiological Technology, Chemistry and the Library
2. Progress will be made towards bringing the First Year Seminar (FYS) to scale	• Departments of Physics and Technology incorporated FYS as a program requirement in Telecommunications Technology and Electronics Engineering Technology • Department of Art and Music has incorporated FYS as a program requirement in Digital Arts • Department of Business has initiated the process in Curriculum Committee to make FYS a program requirement • Piloting redesign of OCD to dedicate focus to Transfer students thereby ensuring FYS as the only option for first year students
3. First semester success metrics will increase.	Increased Number of students enrolled in FYS • From 760 (Fall 2013) to 934 (Fall 2014) Increased Number of faculty teaching FYS • From 22 (Fall 2013) to 30 (Fall 2014) Increased1 year retention of First time Full time freshmen • From 58.1 (Fall 2013) to 61.2 (Fall 2014) Increased 1 year retention of all first time freshmen (Full and Part Time) • From 56.7 (Fall 2013) to 59.9 (Fall 2014)

<table>
<tr><td>4. The percentage of faculty completing early academic progress grade reports will increase</td><td>Increased faculty early academic progress reports:
Spring 2013 20.9%
Fall 2013 37%
Fall 2014 37 %
Spring 2015 41%</td></tr>
<tr><td>5. Student performance metrics will improve college-wide.</td><td>Pass Rates in Gateway Courses demonstrate significant declines over the past year.
<table>
<tr><td>Course</td><td>Fa13</td><td>Fa14</td></tr>
<tr><td>MTH 01</td><td>51.2</td><td>46.3</td></tr>
<tr><td>MTH 05</td><td>37.5</td><td>33.7</td></tr>
<tr><td>MTH 06</td><td>53.9</td><td>55.9</td></tr>
<tr><td>MTH 13</td><td>62.7</td><td>51.9</td></tr>
<tr><td>MTH 30</td><td>55.1</td><td>55.2</td></tr>
<tr><td>ENG 11</td><td>73</td><td>68.1</td></tr>
<tr><td>ENG 12</td><td>79.5</td><td>75.3</td></tr>
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<tr><td>6. Degree Works</td><td>Increased Student usage
Student Monthly Access
April 2014 (26,518) April 2015 (50,163)
May 2014 (63,871) May 2015 (64,527)</td></tr>
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