Linking Bronx Community College Strategic Goals with CUNY Performance Management Process (PMP) Goals

BCC Strategic Goals

CUNY PMP Goals	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6	Goal 7
	Build Excellence	Empower Students	Deepen Learning	Develop World Citizens	21st C Curriculum	Campus Environment	Reputation for Excellence
1. Increase opportunities for students to be taught by full-time faculty.							
a. Percentage of annual instructional FTEs delivered by full-time faculty	✓	✓	✓	✓	✓		✓
b. Ratio of FTE student to full-time faculty	✓	✓	✓	✓	✓		✓
2 - Increase faculty scholarship and research impact							
a. Average number of pieces of scholarship/creative activity (annual)	✓		✓		✓		✓
b. Number of funded research grants	✓		✓		✓		✓
c. Research awards (annual)	✓		✓		✓		✓
3 - Ensure that students make timely progress toward degree completion							
a. Average number of equated credits earned in one year by associate full-time first-time freshmen	✓	✓	✓	✓	✓	✓	✓
b. Percentage of associate students who earn 30 equated credits per year	✓	✓	✓	✓	✓	✓	✓
c. One-year retention rate of associate full-time first-time freshmen	✓	✓	✓	✓	✓	✓	✓
4 - Increase graduation rates							
a. 3-year graduation rate of first-time freshmen	✓	✓	✓	✓	✓	✓	✓
b. 4-year graduation rate of first-time freshmen	✓	✓	✓	✓	✓	✓	✓
c. 6-year graduation rate of first-time	✓	✓	✓	✓	✓	✓	✓
5 - Improve student satisfaction with academic support and student support services							
a. Satisfaction with academic advising effectiveness	✓	✓				✓	✓
b. Satisfaction with campus support services	✓	✓				✓	✓

Appendix 5: Linking BCC Goals with CUNY PMP

CUNY PMP Goals	**Goal 1**	**Goal 2**	**Goal 3**	**Goal 4**	**Goal 5**	**Goal 6**	**Goal 7**
	Build Excellence	**Empower Students**	**Deepen Learning**	**Develop World Citizens**	**21st C Curriculum**	**Campus Environment**	**Reputation for Excellence**
6 - Improve student satisfaction with administrative services							
a. Satisfaction with admissions and financial aid effectiveness	✓	✓				✓	✓
b. Satisfaction with registration effectiveness	✓	✓				✓	✓
c. Satisfaction with service excellence	✓	✓				✓	✓
7 - Increase revenues							
a. Total voluntary support (annual)	✓						✓
b. Grant and contract awards (annual)	✓						✓
c. Alternative revenues (annual)	✓						✓
8 - Use financial resources efficiently and prioritize spending on direct student services							
a. Spending on student services and instruction and departmental research as a percentage of tax-levy budget	✓	✓	✓	✓	✓		
b. Spending on student services as a percentage of tax-levy budget	✓	✓	✓	✓	✓		
c. Spending on instruction and departmental research as a percentage of tax-levy budget	✓	✓	✓	✓	✓		
d. Percentage of budget in reserve	✓						
9 - Increase the proportion of full-time faculty from under-represented groups							
a. Percentage of minority full-time faculty	✓			✓			
b. Percentage of Italian American full-time faculty	✓			✓			
c. Percentage of women full-time faculty	✓			✓			
10 – Increase faculty satisfaction							
a. Satisfaction with the nature of work (research, teaching and service), tenure and promotion policies and processes, and interdisciplinary work, collaboration and mentoring	✓	✓	✓	✓	✓	✓	✓

Appendix 5: Linking BCC Goals with CUNY PMP

BCC Strategic Goals

CUNY Community College PMP Goals	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6	Goal 7
	Build Excellence	Empower Students	Deepen Learning	Develop World Citizens	21st C Curriculum	Campus Environment	Reputation for Excellence
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)	✓	✓	✓	✓	✓		✓
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 associate programs	✓	✓	✓	✓	✓		✓
3 – Increase (or maintain high) pass rates on professional licensure exam							
a. NCLEX (RN licensure) pass rate	✓	✓	✓		✓		✓