2014-15 PMP College Targets Report
Guttman Community College

A. University Goals
   1. Increase opportunities for students to be taught by full-time faculty
      a. Percentage of instruction FTEs delivered by full-time faculty
         2014-15 College target | 65%
      b. Ratio of Student FTEs to Full-time Faculty
         2014-15 College target | 22

   2. Increase faculty scholarship and research impact
      a. Number of publications and creative activities (3-year weighted rolling average) (excluding PSC-CUNY grants, and grants/contracts generated by the Central Office)
         2014-15 College target | 0.7
      b. Number of funded research grants (excluding PSC-CUNY grants, and grants/contracts generated by the Central Office)
         2014-15 College target | 2
      c. Total dollar amount of research grants (3-year weighted rolling average)
         2014-15 College target | $5000 annual

   3. Ensure that students make timely progress toward degree completion
      a. Average number of credits (degree + equated credits) earned in one year
         2014-15 College target | 28.5
      b. Percentage of students who earn 30 credit (degree + equated credits) per year
         2014-15 College target | 60%
      c. One-year retention rate of first-time freshmen (actual and regression-adjusted) (formerly PMP 4.2.01b)
         2014-15 College target | 75%

   4. Increase graduation rates
      a. Four-year graduation rate of first-time freshmen (actual and regression-adjusted)
         2014-15 College target | 40%
      b. Six-year graduation rate of first-time freshmen
         2014-15 College target | 40%
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

5b1. Satisfaction ratings of relevant Noel-Levitz scales: Academic Advising Effectiveness) - Mean on a scale of 1-7
   2014-15 College target | 6.00

5b2. Satisfaction ratings of relevant Noel-Levitz scales: Campus Support Services - Mean on a scale of 1-7
   (Standard Deviation)
   2014-15 College target | 5.25

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

6b1. Satisfaction ratings of relevant Noel-Levitz scales: Admission and Financial Aid Effectiveness - Mean on a scale of 1-7
   2014-15 College target | 5.50

6b2. Satisfaction ratings of relevant Noel-Levitz scales: Registration Effectiveness - Mean on a scale of 1-7
   2014-15 College target | 5.50

6b3. Satisfaction ratings of relevant Noel-Levitz scales: Service Excellence - Mean on a scale of 1-7
   2014-15 College target | 5.75

7. **Increase revenues**
   a. Voluntary contributions (Cash In, New Pledges, and Testamentary Gifts) (3-year weighted rolling average)
   2014-15 College target | $3,000,000 (3-year weighted average)

   b. Grants and contracts awarded administered by the Research Foundation (Student Financial Aid, PSC-CUNY grants, and grants/contracts generated by the Central Office are not included) (3-year weighted rolling average)
   2014-15 College target | $500,000 (3-year weighted average)

   c. Alternative revenues (e.g., rentals, licensing, ACE) (3-year weighted rolling average)
   2014-15 College target | $11,022 (3-year weighted average)
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 (formerly PMP 8.2.03)

8a1. Spending on instruction and departmental research as a percentage of tax-levy budget  
   2014-15 College target | 25%

8a2. Spending on student services as a percentage of tax-levy budget  
   2014-15 College target | 15%

b. Percent of budget in reserve (colleges should target 1-3%)  
   2014-15 College target | 2.75%

9. **Increase the proportion of full-time faculty from under-represented groups**
   a. Percentage of full-time faculty from under-represented groups (total minority: Black, Hispanic, Native American, Asian)  
      2014-15 College target | 36.8%

b. Percentage of full-time faculty from under-represented groups (total women)  
   2014-15 College target | 65.8%

c. Percentage of full-time faculty from under-represented groups (Italian Americans)  
   2014-15 College target | 2.7%

B. **Sector Goals**

I. **Goals for Senior Colleges**

II. **Goals for Community Colleges (and senior colleges with associate degree students)**

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)  
      2014-15 College target | 50%

2. Prepare students for transfer to baccalaureate programs  
   a. Percentage of first-time freshmen transferring to any baccalaureate program within 6 years  
      2014-15 College target | 35%

   b. Transfer rate of AA/AS graduates to any baccalaureate program  
      2014-15 College target | 80%

   c. Mean first-semester GPA of baccalaureate transfers from CUNY community colleges  
      2014-15 College target | 2.8

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.)  
      **Comments**: Not applicable to Guttman
C. College Focus Area Goals
Colleges will articulate three to five goals, each of which should have a stated outcome by year’s end for which evidence of progress can be demonstrated (qualitatively or quantitatively)
Priority areas for the college not already addressed by the university or sector goals

1. Attain MSCHE accreditation.
   a. Indicator: Assessment readiness site visit in September 2014
   b. Indicator: Vote of the Middle States Commission on Higher Education to advance Guttman Community College to Candidacy in November 2014
      2014-15 College target | On schedule

2. Increase opportunities for students to participate in the high impact practices of experiential education
   a. Indicator: Percentage of continuing students who are successful in academic internships
      2014-15 College target | 80%
   b. Indicator: Percentage of all students who participate in community-based learning activities during Community Days
      2014-15 College target | 60%
   c. Indicator: Percentage of graduates who reach the capstone level of achievement on the Civic Learning, Engagement & Social Responsibility assessment rubric for: Takes an active role in a community context, such as work, service, or co-curricular activities, and examines the civic issues
      2014-15 College target | 75%
   d. Indicator: Increase in partnerships with New York City businesses, organizations, and programs
      2014-15 College target | 10%

3. Maintain high or increase spring II course-taking by first year students as a means of enhancing students’ early momentum.
   a. Indicator: Percentage of freshmen taking one or more courses the summer after entry.
      2014-15 College target | 80%

4. Maintain/increase use of technology to enrich courses and improve teaching.
   a. Indicator: Number of new hybrid courses developed and implemented
      2014-15 College target | 3 new hybrid courses
   b. Indicator: Total number of hybrid course sections offered
      2014-15 College target | 6 course sections
   c. Indicator: % of all students who report using ePortfolios
      2014-15 College target | 95%
   d. Indicator: % of all students who agree or strongly agree that they use ePortfolios to increase awareness of their growth and development as learners
      2014-15 College target | 70%