

Raise Academic Quality	Improve Student Success	Enhance Financial and Management Effectiveness
<ul style="list-style-type: none"> ∞ Resources will be shifted to University flagship and college priority programs to support the University’s commitment to become a research –intensive institution. ∞ CUNY and its colleges will draw greater recognition for academic quality. ∞ Program reviews, with analyses of enrollment and financial data, will demonstrably shape academic decisions and allocations by colleges. ∞ Colleges will use technology to enrich courses and teaching. ∞ Colleges will continuously upgrade the quality of their faculty, as scholars and as teachers. ∞ Faculty research/scholarship will increase from 2005-2006 levels. ∞ Instruction by full-time faculty will increase incrementally. ∞ More under-represented faculty and staff will be recruited. 	<ul style="list-style-type: none"> ∞ Colleges will implement approved CUE plans, make progress on Campaign for Success indicators, and use outcomes to drive improvements in teaching support. ∞ Colleges will draw upon degree and adult and continuing education resources to improve basic skills and ESL outcomes University-wide. ∞ Show & pass rates on the proficiency exam will rise CUNY-wide. ∞ Colleges will improve high school students readiness by meeting 95% of enrollments targets for College Now, achieving a 75% successful completion rate; implementing College Now strategic plans. ∞ Retention rates will progressively increase. ∞ Graduation rates will progressively increase, in baccalaureate/masters programs and in associate programs. ∞ Professional preparation program will improve or maintain high performance of their students on certification/licensing exams. ∞ All colleges will report performance on graduate exams. ∞ Job and education placement rates for graduates will rise. ∞ Student satisfaction with academic support services, student services, academic advising and use of technology to strengthen instruction will rise CUNY-wide 	<ul style="list-style-type: none"> ∞ Colleges will meet enrollment targets for degree and adult and continuing ed enrollment; mean SATs/CAAs of baccalaureate entrants will rise. ∞ All colleges will increase the percentage of their TIPPS equivalency evaluations by May 1, 2008. ∞ Alumni-corporate fundraising will increase 10% CUNY-wide. ∞ Each college will achieve its productivity savings target and apply those funds to student instruction-related activities. ∞ Every college will lower or hold constant the percentage of its tax-levy budget spent on administrative services. ∞ All colleges will have & implement financial plans with balanced budgets. ∞ Contract/grant awards will rise 5% CUNY-wide. ∞ Indirect cost recovery ratios will improve CUNY-wide. ∞ Each college will meet agreed upon revenue targets for adult and continuing education. ∞ Colleges will complete agreed-upon restructuring of their philanthropic foundations to comply with CUNY guidelines and document participation in the CUNY compact. ∞ Student satisfaction with administrative services will rise or remain high at all CUNY colleges. ∞ The % of instruction delivered on Fridays, nights, weekends will rise CUNY-wide, to better serve students and use facilities fully. ∞ All colleges will develop a chemical inventory and hazardous waste management system. All faculty/staff working with chemicals or other hazardous substances will participate in hazardous waste training sessions. ∞ All colleges will make timely progress in ERP implementation.

Identify goals and targets for your department for the 2007-2008 academic year. Wherever possible, they should link to the University goals listed above. The right column is for evaluating performance on those goals/targets at year’s end. Use extra sheets if needed.

Goal and Target	Performance Assessment/Outcome
<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 7. 8. 9. 10.