

# CUNY Performance Management Process

Report to the  
Baruch College Faculty Senate  
May 2009

# Purpose of CUNY PMP

- To ensure clarity about University and college priorities and expectations for the year
- To recognize and acknowledge progress at all levels
- To unite a diverse set of colleges into an integrated University
- To ensure that the Master Plan guides the plans and priorities of the colleges while each retains its own identity, mission, and governance
- To introduce more accountability into the system

# 9 Major Objectives in the PMP

- Strengthen CUNY flagship and college priority programs, and continuously update curricula and program mix
- Attract and nurture a strong faculty that is recognized for excellent teaching, scholarship and creative activity
- Ensure that all students receive a solid general education and effective instruction, particularly in the first 60 credits of study
- **Increase retention and graduation rates**
- Improve post-graduate outcomes
- Improve quality of student academic support services
- Increase or maintain access and enrollment; facilitate movement of eligible students to and among CUNY campuses
- **Increase revenues and decrease expenses**
- Improve administrative services

# PMP Timeline

- Spring semester: Distribution of new University Goals and Targets for next year
- Spring semester: Distribution of data from OIRA
- Mid-June
  - PMP report for current academic year (AY) due
  - President's letter
  - Program Review Reports (1 per program reviewed)
- Late June: Next AY's "Goals and Targets" report due
- July: Central Office PMP Review Team reviews reports
- July/August: Presidents meet with chancellor
- Fall semester: Campus discussions about PMP results from last year; strategies for continuous improvement; studies of campus issues
- Fall semester: Goals and Targets refined for next AY

# Key Indicators

Baruch Data

## Percentage of instructional FTEs taught by full-time faculty

Fall 04	Fall 05	Fall 06	Fall 07
59.1	58.4	57.1	58.7

## Mean teaching hours of veteran full-time faculty

Fall 04	Fall 05	Fall 06	Fall 07
7.7	7.6	8.0	7.6

## Mean teaching hours of full-time faculty eligible for contractual release time

Fall 04	Fall 05	Fall 06	Fall 07
6.8	7.4	6.2	6.7

# Key Indicators

Baruch Data

## Percentage of students passing freshman composition and gateway mathematics courses with C or better

Fall 05	Fall 06	Fall 07
73.8	74.6	79.5

## Average number of credits earned by full-time first-time freshmen in baccalaureate programs in the first 12 months (Fall, winter, spring & summer)

Fall 03	Fall 04	Fall 05	Fall 06
26.3	26.4	26.1	27.0

## Percentage of required test-takers passing the CUNY Proficiency Exam (CPE)

Fall 04	Fall 05	Fall 06	Fall 07
94.3	95.7	94.4	95.8

# Key Indicators

Baruch Data

**One-Year Retention Rate: Percentage of full-time first-time freshmen in baccalaureate programs still enrolled in the college of entry one year later**

Entering class			
Fall 03	Fall 04	Fall 05	Fall 06
87.5	87.7	88.2	88.2

**Six-year Graduation Rate: Percentage of full-time first-time freshmen in baccalaureate programs who graduated from college of entry within six years**

Entering class			
Fall 98	Fall 99	Fall 00	Fall 01
53.1	58.7	56.8	59.8

# Key Indicators

Baruch Data

## Total Enrollment

Fall 04	Fall 05	Fall 06	Fall 07
15,537	15,756	15,730	16,097

## Mean SAT Score of regularly-admitted first-time freshmen enrolled in baccalaureate programs

Fall 04	Fall 05	Fall 06	Fall 07
1104	1107	1120	1136

# Key Indicators

Baruch Data

<b>Total Voluntary Support</b>			
FY05	FY06	FY07	FY08
\$23,000,000	\$25,092,157	\$50,296,685	\$46,417,325

<b>Institutional Support Services (admin) as percentage of total tax levy budget</b>			
FY05	FY06	FY07	
27.3	26.8	26.2	

<b>Grants and Contracts awarded (weighted, rolling 3 year average)</b>			
FY05	FY06	FY07	FY08
\$3,695,408	\$4,512,675	\$4,763,520	\$5,424,298

<b>Percentage of FTEs offered on Fridays, evenings or weekends</b>			
Fall 05	Fall 06	Fall 07	
46.9	45.9	48.1	

## How College-Specific Goals Are Set

- Some goals are proscribed by CUNY (mostly quantitative) – e.g., improving retention and graduation rates; reducing percentage of budget spent on administrative services; increasing percentage of instruction delivered on Fridays, nights, weekends
- Other goals emerge from the College’s own Strategic Plan – e.g., “documented improvement of flagship and priority programs” Baruch determines which programs are **priority**.

# Baruch's Performance 2007-2008 (Second Quintile Overall)

- Strengthen CUNY flagship and college priority programs, and continuously update curricula and program mix **Meets all and exceeds some expectations**
- Attract and nurture a strong faculty that is recognized for excellent teaching, scholarship and creative activity **Meets all and exceeds some expectations**
- Ensure that all students receive a solid general education and effective instruction, particularly in the first 60 credits of study **Meets all and exceeds most expectations**
- Increase retention and graduation rates **Meets all and exceeds some expectations**
- Improve post-graduate outcomes **Meets all expectations**
- Improve quality of student academic support services **Does not meet some expectations**
- Increase or maintain access and enrollment; facilitate movement of eligible students to and among CUNY campuses **Meets all and exceeds some expectations**
- Increase revenues and decrease expenses **Meets all expectations**
- Improve administrative services **Meets all expectations**

## More Information

[http://web.cuny.edu/administration/  
/chancellor/performance-  
goals.html](http://web.cuny.edu/administration/chancellor/performance-goals.html)