

DIVISION: President's Unit	FISCAL YEAR: 2008
Department 1: Human Resources	NECC Strategic Direction: 4
Department 2:	Achieving the Dream Goal:
Department 3:	NECC Key Performance Indicator (KPI): 8
Note: there may be no "Department 1 or 2"	

<b><u>Strategic Initiative</u></b>	<b><u>Indicator (the specific)</u></b>	<b><u>Baseline</u></b>	<b><u>Outcome Measure/Target</u></b>	<b><u>Results</u></b>
Increase the diversity of NECC staff and faculty	Increase full-time minority employee population	13.06% as of 5/31/07	15.00% by 5/31/08 and 17% by 5/31/2010	13.75% as of 5/31/08
	Improve the environment for minority employees	Create new employee group orientation with Cabinet members in attendance	Number of orientations offered	3 orientations offered each year
	Improve recruitment techniques	Have at least 1 member on each search committee who has had NCBI training or who is a member of the Diversity Committee	Percentage of search committees that had this type of representation	80%

Strategic Directions: (1) Engage Students as Active Learners; (2) Be the First and Best Resource for the Community; (3) Support Leadership at Every Level; (4) Embrace Diversity; and (5) Strive for Educational Excellence.

Achieving the Dream Goals: (1) successfully complete developmental courses; (2) enroll in and successfully complete gatekeeper courses; (3) complete the credit hours they enroll in; (4) re-enroll from one semester to the next; and (5) earn certificates and degrees.

KPI's: 1 – Academic Performance in the Core areas of Reading, Writing & Mathematics, 2 – Degree & Certificate Completion, 3 – English Composition I Course Completion Rate, 4 – Math & Science Course Completion Rate, 5 – Overall Retention Rate, 6 – State of the Art Customer Friendly Administration Systems, 7 – Program Review & Development, 8 Diversity of Staff, 9 – Student Financial Aid and 10 – Student Satisfaction with College Services.

DIVISION: President's Unit	FISCAL YEAR: 2008
Department 1: Human Resources	NECC Strategic Direction: 3
Department 2:	Achieving the Dream Goal:
Department 3:	NECC Key Performance Indicator (KPI): 6, 10
Note: there may be non "Department 1 or 2"	

<b><u>Strategic Initiative</u></b>	<b><u>Indicator (the specific)</u></b>	<b><u>Baseline</u></b>	<b><u>Outcome Measure/Target</u></b>	<b><u>Results</u></b>
Communicate needed workplace information to improve employee efficiency and performance	Continue to improve the "new employee" experience	Expand the newly created program	Run highly effective programs for all new employees (survey all participants upon completion)	Dean now puts extra emphasis on mandatory and voluntary retirement vehicles during orientation
	Continue to communicate & properly implement all collective bargaining agreements and personnel policies handbooks		Extent to which provisions were not implemented correctly	All implemented properly
	Continue to work with the Vice President of Academic Affairs office to complete conversion		Completion of conversion	100% completed

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	to electronic communications by May, 2008 related to the MCCC/MTA Division of Continuing Education contract.			
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