

DIVISION: President's Unit	FISCAL YEAR: 2009
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"	

Strategic Initiative	Indicator (the specific)	Baseline	Outcome Measure/Target	Results
Increase the diversity of NECC staff and faculty	Increase full-time minority employee population	13.75% as of 5/31/08	15.00 % by 5/31/08 and 17% by 5/31/2010	
	Improve the environment for minority employees	Create new employee group orientation with Cabinet members in attendance	Number or orientations offered	
	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	

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: 2009
Department 1: Human Resources	NECC Strategic Direction: 3
Department 2:	Achieving the Dream Goal:
Department 3:	NECC Key Performance Indicator (KPI): 10
Note: there may be non "Department 1 or 2"	

Strategic Initiative	Indicator (the specific)	Baseline	Outcome Measure/Target	Results
Communicate needed workplace information to improve employee efficiency and performance	<p>Continue to improve the "new employee" experience</p> <p>Continue to communicate & properly implement all collective bargaining agreements and personnel policies handbooks</p> <p>Continue to work with the Vice President of Academic Affairs office to complete conversion to electronic communications by May, 2008 related to the MCCC/MTA Division of Continuing Education contract</p>	Expand the newly created program	<p>Run highly effective programs for all new employees (survey all participants upon completion)</p> <p>Extent to which provisions were not implemented correctly</p> <p>Completion of conversion</p>	

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