Kingsborough Community College
PMP Executive Summary – 2019-2020

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Highlights – Metrics on which KCC Exceeded the CUNY Community College Average

- Fall-to-fall retention of freshmen (decreased from 2018-2019 but is second only to Guttman CC)
- Freshmen who earned 30 or more credits in their first year (decreased but is second only to Guttman CC)
- Freshmen who earned 20 or more credits in their first year (decreased but is second only to Guttman CC)
- Percent of instruction delivered by full-time faculty (increased and is the highest of all CUNY colleges)
- The three-year graduation rate (increased and is second only to Guttman CC)
- ASAP three-year graduation rate (decreased but is the highest of all CUNY CCs)
- Total voluntary support increased from $2,248,840 in 2018-2019 to $3,037,728 in 2019-2020 (three year rolling average)

Lowlights – Metrics on which KCC Was Below the CUNY Community College Average

- Percent enrollment of Hispanic students (stable; KCC Hispanic enrollment is representative of Brooklyn but lower than any other community college)
- Percent of students who are STEM majors (increased)
- Percent of students age 25 or older (decreased)
- Freshmen who pass gateway Math in their first year (decreased)
- Percent of faculty who are under-represented minorities (increased but still the lowest of CUNY CCs)

Enrollment

Although total enrollment is not in this year's PMP, it is KCC's top priority. These are some recent figures:

Total Headcount						
	Fall	Winter	Spring	Summer	Fall/Winter	Spring/Summer
2016-2017	15652	6697	15530	5579	15968	16228
2017-2018	14885	6256	14888	5414	15035	15561
2018-2019	14835	6209	14219	5255	15051	14645
2019-2020	15191	6160	13809		15444	

Total FTE						
	Fall	Winter	Spring	Summer	Fall/Winter	Spring/Summer
2016-2017	9283	2062	8909	1562	11345	10471
2017-2018	8807	1899	8462	1551	10706	10013
2018-2019	8647	1893	7934	1408	10540	9342
2019-2020	8342	1884	7445		10225	

Kingsborough Community College
PMP Targets 2019-2020

PMP Goal Area	Metric	KCC 2019-2020 Outcome	KCC 2018-2019 Outcome	CUNY CC Average 2019-2020	KCC 2019-2020 Target (One-Year)	KCC 2022-2023 Target (Four-Year)
Retention	% Fall to Spring Retention	81.7	82.6	77.8	83.6	86.6
Retention	% Fall to Fall Retention	65.7	68.7	60.7	69.7	72.7
Momentum	% Freshmen who earn 30 credits in first year	20.9	23.4	14.8	24.4	27.4
Momentum	% Freshmen who earn 20 credits in first year	50.1	52.6	41.1	53.6	56.6
Momentum	% Freshmen who pass Gateway English in first year	63.2	67.2	66.6	68.7	73.2
Momentum	% Freshmen who pass Gateway Math in first year	30.8	31.7	42.9	33.7	39.7
Graduation	3-yr grad rate	34.3	31.9	27.0	32.9	35.9
Graduation	2-yr grad rate	21.0	17.7	12.7	18.7	21.7
Transfer outcomes	Transfer rate**	71.5	70.6#	73.3	71.9	74.9
Transfer outcomes	Graduation + Transfer**	52.1	50.9#	47.7	52.1	55.1
Career success	Paid internships		7.1		8.6	13.1
Career success	% Majoring in STEM	16.0	15.5	18.4	16.5	19.5
Culture of care	% URM faculty	30.2	29.4	42.9	30.4	33.4
Knowledge creation	Average pieces of faculty scholarship	n/a	0.4	n/a	0.5	0.6
Funding	% Budget spent on instruction, student services & research	70.8	70.9	67.9	71.9	74.9
Funding	Total voluntary support	$3,037,728	$2,248,840	n/a	$2,473,724	$2,698,608

* Baseline refers to all CUNY colleges.

** Transfer rate refers to graduates. Graduation + Transfer refers to entering freshmen.

Revised in 2019-2020 year end Databook.

Executive Summary

Kingsborough Community College remains committed to examining its strengths and weaknesses and striving to improve continuously. The outcome metrics for the 2019-2020 year confirm that Kingsborough continues to be a leader in student retention, credit accumulation, and graduation. KCC achieved the second highest fall-to-fall retention rate (65.7%) of any CUNY community college, and our freshmen have the second highest rate of earning 20 (50.1%) or 30 (20.9%) credits in their initial year of CUNY CCs. KCC's three-year graduation rate increased to 34.3%, second only to Guttman CC. The ASAP graduation rate (51.6%) is also the highest among CUNY colleges that offer Associate degrees.

Over the past decade or so, KCC has emphasized improving student outcomes in English, and has long required all students to register for the appropriate English course during their first semester. However, the percentage of freshmen who completed gateway English during their first year has dropped to 63.2% (from 67.2% in 2018-2019), and no longer exceeds the community college average.

As a corollary to its emphasis on English as well as major requirements, KCC has in the past anticipated that students not in STEM majors would not take Math immediately; rather they would register for it later in their college careers. As a result, only 21.2% of Fall 2014 freshmen completed a gateway Math course in their first year. Since 2014, we have increased our emphasis on encouraging students to register for Math courses as early as possible, and have developed additional early interventions in Math. Consequently, the rate of Fall 2018 freshmen completing gateway Math in their first year increased to 30.8% (down from 31.7% in 2017). We recognize that this remains well below the community college average, and we are continuing to ramp up our efforts to facilitate progress in Math. To this end, we are scaling up co-requisite courses in developmental and credit-bearing Math, have created new pre-matriculation interventions, and have increased student support by expanding and improving tutoring services.

The statistics show that KCC faces additional challenges. While the College has made a big push to identify and address gaps in equity, it still has a considerable distance to go in diversifying its workforce and reaching all segments of the potential student population. Although it has increased steadily since Fall 2014, the percentage of faculty who are under-represented minorities (30.2%) is the lowest of any CUNY community college. The increases, while consistent, have been modest, and the College needs to redouble its efforts to recruit URM faculty and create an environment where they can thrive.

Kingsborough lags behind in student diversity as well. Although the student body generally is representative of the racial and ethnic demographics of Brooklyn, the percentage of Hispanic students lags well behind the other community colleges. The College has begun to reach out more aggressively into the diverse neighborhoods in our borough, and will increase these efforts in the coming year.

Another area of potential improvement is that KCC students tend to be of traditional college age, and enrollment of students aged 25 and older (21.5%) is below the community college average. In developing programs to meet the needs of adult students, the College is creating additional options such as KCC Flex.

KCC would also like to raise the percentage of students majoring in STEM disciplines (16.0%), which is below the community college average (18.4%). However, we recognize that in order to do this we need

to continue to develop new degree programs that meet the changing needs of the borough and its workforce.

Kingsborough Community College
PMP Year-End Report 2019-2020

Deliverables at a Glance

Objective	Title	Deliverables				
Section	**Activity**	**1**	**2**	**3**	**4**	**5**
1	**Graduation, Retention, Academic Momentum**					
1.1.1	Academic Advisement	Completed	Deferred/COVID			
1.1.2	Starfish	Completed	In Progress	Part Comp	Deferred/COVID	
1.2	Tutoring	Part Comp/DefCOV	Deferred/COVID			
1.3	Developmental Education Reforms	Completed	Completed	Completed	Completed	Completed
1.4	High Impact Practices	needs update	Completed	In Progress		
1.5	KCC Flex	Completed	Completed	Completed	Completed	Comp/Mod Metric
1.6	Open Educational Resources	Comp/Mod Metric				
2	**Career Success**					
2.1	Degree Maps	In Progress	In Progress			
2.2	Internships	Deferred/COVID	Deferred/COVID			
2.3	Department of Allied Health	Part Comp/DefCOV				
2.4	New Courses and Programs					
2.4.1	Protocol for Program Development	Deferred/COVID				
2.4.2	Review Current Programs	Completed				
2.5	Coordination between Cont Ed and Credit Programs	Completed	Completed			
2.6	Community Workshops and Visits	Deferred/COVID	Deferred/COVID			
3	**Culture of Care / Campus Climate**					
3.1.1	Campus Climate	Deferred/COVID	Deferred/COVID	update needed		
3.1.2	Governance Reform	Deferred/COVID				
3.1.3	Employee Satisfaction Survey	Deferred/COVID	Not Delivered			
3.1.4	Staff Focus Groups	Deferred/COVID	Completed			
3.2.1	Increase Faculty and Staff Diversity (also a target)	Target Not Achieved				
3.2.2	HURFS-RC	Completed	Completed			
3.2.3	Culturally Responsive Teaching	See 6.2				
3.3.1	Open Educational Resources	See 1.6				
3.3.2	Customer Service Training	needs update				
3.3.3	Signage	needs update				
3.3.4	Bursar's Office Renovation	needs update				
3.3.5	Pilot Classroom E-321	Deferred/COVID	Deferred/COVID			
3.3.6	AES Assessment	Completed	Part Comp/DefCOV			

3.3.7	Food Insecurity	Completed	Not Completed/COVID Addressed Alternatively			
4	**Transfer Outcomes**					
4.1.1	Articulation Agreements	Part Comp/In Prog	Completed			
4.1.1	Baseline Transfer Data	Completed				
4.1.2	Flex-Four Articulations	Part Comp				
5	**Knowledge Creation**					
5.1	Academic Plan - Faculty Agency and Growth	Deferred/COVID				
5.2	Faculty Travel	Completed				
5.3	Faculty Research Support / COACHE	Deferred/COVID See 3.1.1				
6	**Faculty Support**					
6.1	Academic Plan-Engaging Learners/Resourcing Teaching	Deferred/COVID				
6.2	Culturally Responsive Teaching	Part Comp/COVID Addressed Alternatively				
6.3	Tutoring	See 1.2				
6.4	Developmental Education Reforms	See 1.3				
6.5	High Impact Practices	See 1.4				
6.6	Open Educational Resources	See 1.6				
7	**Funding**					
7.1	Attract Students from Diverse Communities					
7.1.1	Recruiting Footprint	In Progress	In Progress			
7.1.2	HS Partnerships Yield (also a target)	Target Achieved				
7.1.3	Rebranding Plan	needs update	needs update	needs update	needs update	
7.2.1	Budgetary Challenges	needs update				
7.2.2	Procurement Initiatives	needs update				
7.2.3	Student Scholarships (also a target)	Target Achieved				
7.2.4	CEWD Grant Submissions	Completed				