Improvements

- Percent of students who are URM
- Percent of students who are Black
- Percent of students who are Hispanic
- Fall to fall FTFT retention
- Fall to fall FTFT retention of URM
- URM retention gap
- Three-year graduation rate
- Graduation + transfer rate (of freshmen)
- Conversion from College Now
- Research awards (three-year average)
- ASAP three-year graduation rate
- Enrollments in STEM
- Percent of budget spent on student services, instruction, and departmental research

Declines

- Two-year graduation rate
- Transfer rate (of AA/AS graduates)
- Male/female retention gap

Unchanged

- Percent of faculty who are minorities

Kingsborough Community College
PMP Targets 2020-2021… June 2021 entries are in <mark>yellow</mark>.

Coordinator of description of activities	PMP Goal Area	Metric	KCC 2019-2020 Baseline	KCC 2020-2021 Target (One-Year)	Difference 2021-2020	CUNY CC Average 2019-2020 Baseline
EM	1.1 Diversity of First Time Freshmen	% FT Freshmen who are URM (All students)	57.5 47.0	50.6	+3.6	75.9
EM	1.2 Diversity of First Time Freshmen	% FT Freshmen who are Black (All students)	36.4 29.2	29.7	+0.5	32.4
EM	1.3 Diversity of First Time Freshmen	% FT Freshmen who are Hispanic (All students)	20.9 17.6	20.7	+3.1	43.0
AA	2.1 Retention	% Fall to Fall Retention	65.7	69.3	+3.6	60.7
AA	2.2 Retention	% Fall to Fall Retention of URM Freshmen	60.4	66.2	+5.8	58.0
AA	3.1 Graduation	2-yr grad rate	21.0	17.0	-4.0	12.7
AA	3.2 Graduation	3-yr grad rate	34.3	35.0	+0.7	27.0
CEWD	4.1 Career Success	Paid internships		paused		
AA/OEO	5.1 Faculty/Staff/ ECP Diversity	% Faculty who are minorities	30.2	30.2	0	42.9
AA	6.1 Transfer outcomes	Transfer rate of AA/AS grads*	71.6	71.3	-0.3	73.3
AA	6.2 Transfer outcomes	Graduation + Transfer*	52.1	53.8	+1.7	47.7
AA	7.1 Academic Momentum	% Freshmen who pass Gateway English in first year	63.2	August		66.6
AA	7.2 Academic Momentum	% Freshmen who pass Gateway Math in first year	30.8	August		42.9
AA	7.3 Academic Momentum	% Freshmen who earn 20 credits in first year	50.1	August		41.1
AA	7.4 Academic Momentum	% Freshmen who earn 30 credits in first year	20.9	August		14.8

AA	8. Internships & Workforce	Percentage of undergraduate students who participated in an internship	12.8	==paused==		13.4
AA	10. Conversion from College Now	Percentage of first-time freshmen previously enrolled in College Now or the Early College Initiative (ECI)	14.6	==18.1==	+3.5	13.4
AA	11. Grants and Research	Research awards (weighted 3-yr rolling average)	$331,195	==$358,018==	$26,823	...
AA	12. Faculty Scholarly Productivity	Average number of pieces of scholarship/ creative activity (weighted 3-yr rolling average)	**	==August==		0.5
	Additional PMP Metrics	URM retention gap	-9.3	==-6.8==	-2.5	-10.3
	Additional PMP Metrics	Male/female retention gap	-10.8	==-15.5==	+4.7	-11.2
	Additional PMP Metrics	ASAP 3-yr grad rate	51.6	==55.7==	+4.1	42.7
	Additional PMP Metrics	% Freshmen with remedial need	54.4	==44.2==	-12.2	40.6 In 2016 KCC was 78.8
	Additional PMP Metrics	% Enrollments in STEM	16.0	==17.2==	+1.2	18.8
	Additional PMP Metrics	% of budget spent on student services, instruction and departmental research	70.8	==75.7==	+4.9	69.7

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

** Kingsborough did not provide scholarship data for 2019.