1. **Degrees and Certificates Awarded:** Issue 2,000 or more degrees and certificates. 
Baseline data: 1972 credentials issued during AY 12/13 estimated; 1641 Degrees awarded during AY 11/12
Strategies: 
  Improve Advising by developing and introducing Program Pathways: Academic 
  divisions will use program pathways to increase completion of degrees and certificates. 
  Program Pathways provide a specific academic semester-by-semester plan and serve as an 
  advising tool for each discipline. Program Pathways are being developed for all disciplines for both full-time and part-time students. They will reduce the number of unnecessary courses taken by students that often lead to additional time and expense.

2. **Transfer Goals:** Increase the transfer out rate of PPCC students by 2.0%. Increase 
transfer of students with 12 or more credit hours by 2%. 
Baseline data: AY11/12 Total Transfer numbers = 1,423 
  Students with 12 or more credit hours – baseline data in development.
Strategies 
  a. Continue to build stronger collaboration and articulation agreements with UCCS. 
     Complete joint development of a marketing campaign aimed at high school 
     students with the theme “Start Here > Finish There”.
  b. Cultivate partnership with CSU-P and support an on campus presence for them.
  c. Develop hospitality transfer program with Metro State University

3. **Retention Goals:** Improve retention rates of full and part time students from fall to fall 
by 2%. 
Baseline Data: Fall 2011 to Fall 2012 – 48.7% Combined FT and PT Students
Strategies 
  a. Offer online and in-person orientation to all students.
  b. Seek to have all developmental students and undecided major students attend an 
     orientation session. Make this mandatory if technical challenges can be met.
  c. Develop concept for a one-stop shop tutoring center (Learning Commons) at the 
     Centennial Campus where we currently have separate and disparate locations for math tutoring, writing tutoring, science tutoring, and peer tutoring.
4. Developmental Education:
   b. Improve remedial course completion rates by 2%.
      Baseline Data: 63.6% Success Rate for AY 11/12
   c. Improve college-level math course completion by students who test into remedial levels or required assistance levels of math.
      Baseline Data: in development - Would like to measure all students who attempt and complete a college-level math course during the AY 13/14 who have previously taken a remedial math class.

5. Underserved student success measures:
   a. Improve graduation rates of resident underserved students by 2%.
      Baseline Data: Minority Completion Rate = 6.3% for AY 11/12
      Strategies
         1. Students on developmental educational tracks are identified up front by retention office; retention specialists begin a series of intrusive reminders to students to stay on track.
         2. Intervention Specialists work closely with faculty to help provide support for students identified in at-risk cohorts.
   b. Improve transfer out rates of resident underserved students by 2%.
      Baseline Data: Transfer Minority Rate =8.7% for AY 11/12

6. Total Enrollment: Grow overall enrollment measured as FTE by 1%.
   Baseline Data: FY13 Total FTE = 10,428
   Strategies
   a. Multi-dimensional marketing including movie trailers, print ads, and radio
   b. Develop new programs to meet market and student demand – Cyber Security for example.

7. PPCC Specific Goals
   a. Earn top marks for our college in our upcoming HLC Accreditation visit.
   b. Successfully complete major renovations at Centennial Campus on time and on budget.
   c. Develop the Learning Commons concept for PPCC Centennial Campus, bring the proposal to the state board, and begin A&E work on the project.
   d. Develop design and funding solutions for Downtown Studio Campus
   e. Improve the enrollment process and develop a measure of student satisfaction.
   f. Implement a budget and planning process that sets focus goals for the organization one year in advance to support thoughtful budgeting and college-wide understanding of organizational goals.
   g. Implement the Program Review Process to establish criteria for successful academic programs, baselines for closing programs, and an established procedure for reviewing and identifying new program opportunities.
   h. Acquire and implement scheduling software to centralize course scheduling, improving efficiency and overall use of PPCC facilities. A key metric for this
goal is to establish minimum course enrollment goals for each academic division of the college and to manage towards those goals. Improved operational efficiency in this area will allow PPCC the flexibility to provide more student support, more new programming initiatives, and reduce current challenges we experience with lack of space for growth.

8. **Personal Development Goal:** Identify an opportunity for inspiring, challenging, and professionally enriching development. Build on my professional development to further challenge PPCC to think differently about how we serve students and how learning occurs, creating a climate of excellence that also allows experimentation and discovery.

9. **Fundraising:** Raise through the PPCC Foundation a minimum of $300,000 to support the college’s mission.