

Onondaga Community College 2023-28 Strategic Plan Scorecard

KEY PERFORMANCE INDICATORS		BASELINE (FALL 2022)	ACTUAL FALL 2023	ACTUAL FALL 2024	ACTUAL FALL 2025	ACTUAL FALL 2026	TARGET FALL 2027	STATUS
GOAL 1: ACADEMIC SUCCESS								
1.1.1	Fall to Spring Persistence	77.6%	79.6%	78.1%	N/A	N/A	85.1%	At Risk
1.1.2	Fall to Fall Retention	53.5%	54.6%	54.6%	N/A	N/A	58.5%	Neutral
KEY PERFORMANCE INDICATORS		BASELINE (FALL 2020)	ACTUAL FALL 2021	ACTUAL FALL 2022	ACTUAL FALL 2023	ACTUAL FALL 2024	TARGET FALL 2025	STATUS
1.1.3	3-year Graduation	25.1%	27.6%	29.0%	N/A	N/A	30.1%	On Track
KEY PERFORMANCE INDICATORS		BASELINE (FALL 2022)	ACTUAL FALL 2023	ACTUAL FALL 2024	ACTUAL FALL 2025	ACTUAL FALL 2026	TARGET FALL 2027	STATUS
1.2.1	Decrease achievement gap in fall-to-fall retention of underrepresented minorities and non-urm	URM:43.8% Non-URM: 58.9% Gap: 15.1%	URM:44.1% Non-URM: 60.3% Gap: 16.2%	URM:40.5% Non-URM: 62.8% Gap: 22.3%	N/A	N/A	URM: Non-URM: Gap: 7.8%	At Risk
1.2.2	Decrease achievement gap in fall-to-fall retention of first-generation and not first-generation	FGen:44.5% NFGGen: 59.3% Gap: 14.8%	FGen:48.9% NFGGen: 57.3% Gap: 8.4%	FGen:49.7% NFGGen: 61.9% Gap:12.2%	N/A	N/A	FGen: NFGGen: Gap: 7.4%	At Risk
KEY PERFORMANCE INDICATORS		BASELINE (FALL 2020)	ACTUAL FALL 2021	ACTUAL FALL 2022	ACTUAL FALL 2023	ACTUAL FALL 2024	TARGET FALL 2025	STATUS
1.2.3	Decrease achievement gap in 3-year graduation rate of underrepresented minorities and non-urm	URM:16.5% Non-URM: 29.5% Gap: 13.0%	URM:15.9% Non-URM: 33.8% Gap: 17.9%	URM:16.4% Non-URM: 29.5% Gap: 13.1	N/A	N/A	URM: Non-URM: Gap: 6.5%	On Track
1.2.4	Decrease achievement gap in 3-year graduation rate of first-generation and not first-generation	FGen:18.9% NFGGen: 31.1% Gap: 12.2%	FGen:20.0% NFGGen: 33.9% Gap: 13.9%	FGen:20.6% NFGGen: 34.8% Gap: 14.2	N/A	N/A	FGen: NFGGen: Gap: 6.1%	At Risk
KEY PERFORMANCE INDICATORS		BASELINE (FALL 2022)	ACTUAL FALL 2023	ACTUAL FALL 2024	ACTUAL FALL 2025	ACTUAL FALL 2026	TARGET FALL 2027	STATUS
1.3.1	The percentage of first-time degree-seeking entering cohort who successfully complete 24+ college credits in their first year of enrollment	35.9%	35.8%	33.8%	N/A	N/A	N/A	At Risk

Onondaga Community College 2023-28 Strategic Plan Scorecard

KEY PERFROMANCE INDICATORS		BASELINE SPRING 2021	ACTUAL SPRING 2024	TARGET SPRING 2027	STATUS
GOAL 2 : STUDENT EXPERIENCE					
2.1.1	How likely is it that you would recommend this college to a friend or peer with 1 being not at all likely and 10 being extremely likely	74.7%	79.9%	85%	On Track
2.2.1	Indicate your level of satisfaction with racial harmony at this college	77.5%	83.3%	85%	On Track
2.3.1	Indicate your level of satisfaction with sense of belonging at this college	80.5%	84.3%	90%	On Track
2.4.1	Indicate your level of satisfaction with the overall quality of instruction at this college	77%	77.6%	85%	Neutral

KEY PERFORMANCE INDICATORS		BASELINE FALL 2023	TARGET FALL 2026	TARGET FALL 2029	STATUS
GOLA 3: COMMUNICATION					
3.1.1	Complete audit of college communications to students and employees will demonstrate consistency and transparency	100%	N/A	100%	On Track
3.1.2	Open and ethical communication is practiced at this institution	35%	N/A	50%	
3.2.1	Students' competencies are enhanced	58%	N/A	68%	
3.3.1	Percentage of employees who report the extent to which students' needs are central to what they do	71%	N/A	81%	
3.4.1	Information is shared within this institution	31%	N/A	50%	
3.5.1	External stakeholders' perception of OCC based on the RMS Brand Survey questions	4	N/A	5	

2023-28 Strategic Plan Key Performance Indicators Descriptions

Key Performance Indicator		Description
GOAL 1: ACADEMIC SUCCESS		
1.1.1	Fall to Spring persistence	Fall to Spring persistence in the context of higher education refers to the rate at which students who are enrolled in a college or university during the fall semester return and enroll for the subsequent spring semester of the same academic year. This metric is a key indicator of student success and institutional effectiveness in retaining students.
1.1.2	Fall to Fall Retention	Fall to Fall retention is the percentage of first-time degree/certificate-seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall. This metric is a key indicator of student success and institutional effectiveness in retaining students.
1.1.3	3-year Graduation Rate	3-year graduation rate for purposes of reporting under Student Right-to-Know Act is the percentage fall entering cohort of first-time degree/certificate seeking students who complete their degree/certificate program within 150% of the normal time of program completion
1.2.1	Decrease achievement gap in fall-to-fall retention of underrepresented minorities and non-urm	By year 5 reduce the fall-to-fall achievement gap between non-underrepresented minorities and underrepresented minorities (urm) (urm includes: Black/African American, Hispanic, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and multiple races) by half
1.2.2	Decrease achievement gap in fall-to-fall retention of first-generation and not first-generation	By year 5 reduce the fall-to-fall achievement rate gap between not first generation and first-generation (first generation includes students who file for FAFSA and indicated on their application that none of their parents or guardian has a college degree) by half
1.2.3	Decrease achievement gap in 3-year graduation rate of underrepresented minorities and non-urm	By year 5 reduce the 3-year graduation achievement gap between non-underrepresented minorities and underrepresented minorities (urm) (urm includes: Black/African American, Hispanic, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and multiple races) by half
1.2.4	Decrease achievement gap in 3-year graduation rate of first-generation and not first-generation	By year 5 reduce the 3-year graduation rate achievement gap between not first generation and first-generation (first generation includes students who file for FAFSA and indicate on their application that none of their parent(s) or guardian has a college degree) by half
1.3.1	The percentage of first-time degree-seeking entering cohort who successfully complete 24+ college credits in their first year of enrollment	The percentage of first-time degree/certificate entering cohort who successfully (C or better) complete 24 or more college level courses within one-year (a year includes Summer of Year1, Fall of Year1, Winter of Year2, Spring of Year 2 and Summer of Year2. For example for Fall 2023 entering cohort is their summation of successfully completed credits (Summer 2023 + Fall 2023+ Winter 2024 + Spring 2024 + Summer 2024).

Key Performance Indicator		Description
GOAL 2: STUDENT EXPERIENCE		
2.1.1	How likely is it that you would recommend this college to a friend or peer with 1 being not at all likely and 10 being extremely likely	SUNY Student Satisfaction Survey Question 7 under Section 1 General College satisfaction
2.2.1	Indicate your level of satisfaction with racial harmony at this college	SUNY Student Satisfaction Survey Question 12h under Section 3 College Services and Environment (1= Very dissatisfied, 2=dissatisfied, 3= neither satisfied nor dissatisfied, 4= satisfied and 5= very satisfied)
2.3.1	Indicate your level of satisfaction with your sense of belonging at this college	SUNY Student Satisfaction Survey Question 12a under Section 3 College Services and Environment (1= Very dissatisfied, 2=dissatisfied, 3= neither satisfied nor dissatisfied, 4= satisfied and 5= very satisfied)
2.4.1	Indicate your level of satisfaction with the overall quality of instruction at this college	SUNY Student Satisfaction Survey Question 8l under Section 2 Academic Services and Experiences (1= Very dissatisfied, 2=dissatisfied, 3= neither satisfied nor dissatisfied, 4= satisfied and 5= very satisfied)
Key Performance Indicators		Description
GOAL 3: COMMUNICATION		
3.1.1	Complete audit of college communications to students and employees will demonstrate consistency and transparency	Complete audit of all communication materials to students from the college from the President, Admissions, Registrar, Schools and Administrative Offices were audited for consistency of information
3.1.2	Open and ethical communication is practiced at this institution	PACE Climate Survey for Community Colleges Question 16 under Institutional Structure section of the survey instruments (1=Strongly Disagree, 2=Disagree, 3 = Neither agree or disagree, 4= Agree and 5 = Strongly Agree)
3.2.1	Students' competencies are enhanced	PACE Climate Survey for Community Colleges Question 19 under Student Focus Structure section of the survey instruments (1=Strongly Disagree, 2=Disagree, 3 = Neither agree or disagree, 4= Agree and 5 = Strongly Agree)
3.3.1	Percentage of employees who report the extent to which students' needs are central to what they do	PACE Climate Survey for Community Colleges Question 7 under Student Focus Structure section of the survey instruments (1=Strongly Disagree, 2=Disagree, 3 = Neither agree or disagree, 4= Agree and 5 = Strongly Agree)
3.4.1	Information is shared within this institution	PACE Climate Survey for Community Colleges Question 10 under Institutional Structure section of the survey instruments (1=Strongly Disagree, 2=Disagree, 3 = Neither agree or disagree, 4= Agree and 5 = Strongly Agree)
3.5.1	External stakeholders' perception of OCC based on the RMS Brand Survey questions	Based on RMS Brand Survey about the reputation of OCC Figure 3 page 12 (from very poor to Excellent on a scale of 1 to 5)