

**Assessing Key Performance Indicators  
Strategic Plan 2013-2018**

**Student Learning and Success**

**1. Key Performance Indicator: Graduation Rates**

**Rationale for Inclusion**

This metric measures student success.

**Metric**

The percentage of first-time, full-time degree-seeking students who graduate within two specific time frames: 4 years and 6 years.

**Baseline**

This indicator is benchmarked against previous academic years' graduation rates and peers.

**Frequency of Data Collection**

Annually in the spring, after the Degree File is finalized.

**2. Key Performance Indicator: First to Second Year Retention Rates**

**Rationale for Inclusion**

This metric measures student persistence.

**Metric**

The percentage of first-time, full-time degree-seeking students enrolled in credit classes in a fall semester who enroll the subsequent fall semester.

**Baseline**

This indicator is benchmarked against previous academic years' persistence rates and peers.

**Frequency of Data Collection**

Annually in the spring, after the Degree File is finalized.

**3. Key Performance Indicator: Post Graduate Educational Outcomes**

**Rationale for Inclusion**

This metric measures educational outcomes data on alumni.

**Metric**

The percentage of students who graduate and report enrollment in post baccalaureate educational activity.

**Baseline**

This indicator is benchmarked against previous post baccalaureate educational activity data from the National Student Clearinghouse (NSC).

**Frequency of Data Collection**

National Student Clearinghouse (NSC) data is accessed annually in May to verify enrollment in post-baccalaureate educational activity one year after a student graduates.

**4. Key Performance Indicator: Post Graduate Occupational Outcomes****Rationale for Inclusion**

This metric measures post-baccalaureate occupational outcomes data.

**Metric**

The percentage of students who graduate and report that they are working full-time.

**Baseline**

This indicator is benchmarked against previous data on post-baccalaureate occupational outcomes.

**Frequency of Data Collection**

Annually in the spring, after the Alumni Survey is finalized.

**DIVERSIFYING STUDENT/EMPLOYEE POPULATION****5. Key Performance Indicator: Ethnicity/Race of First-Time Full-Time (FTFT) Students****Rationale for Inclusion**

This metric measures diversity in the first-time, full-time student population.

**Metric**

The percentage of first-time, full-time degree-seeking students who indicate an ethnic/racial category other than White – Non-Hispanic. Missing data is proportionally divided within all categories; race/ethnicity data for Non-Resident Immigrants is included.

**Baseline**

This indicator is benchmarked against previous student demographic data.

**Frequency of Data Collection**

Annually in October, after the Enrollment File is finalized.

**6. Key Performance Indicator: Ethnicity/Race by Total Undergraduate Students****Rationale for Inclusion**

This metric measures diversity in the total undergraduate student population.

**Metric**

The percentage of undergraduate students who indicate an ethnic/racial category other than White – Non-Hispanic. Missing data is proportionally divided within all categories; race/ethnicity data for Non-Resident Immigrants is included

**Baseline**

This indicator is benchmarked against previous student demographic data.

**Frequency of Data Collection**

Annually in October, after the Enrollment File is finalized.

**7. Key Performance Indicator: Ethnicity/Race of Full-time Employees**

**Rationale for Inclusion**

This metric measures diversity in employee populations.

**Metric**

The percentage of full-time employees who indicate an ethnic/racial category other than White – Non-Hispanic.

**Baseline**

This indicator is benchmarked against previous employee demographic data.

**Frequency of Data Collection**

Annually in spring, after the Employee File is finalized.

**ENHANCE FINANCIAL STRENGTH**

**8. Key Performance Indicator: Composite Financial Index (CFI)**

**Rationale for Inclusion**

The metric measures whether the institution has sufficient and adequate resources to fulfill its mission and strategic objectives.

**Metric**

The Composite Financial Index (CFI) measures the financial health of the institution by converting four core ratios into a single score:

Primary Reserve Ratio – Defines whether resources are sufficient and flexible to meet current and future operating and capital needs.

Net Operating Revenues Ratio – A measure of operating deficits or surpluses Return on

Net Assets Ratio – A measure of overall asset performance (determines whether an institution is financially better off than in previous years)

Viability Ratio – A measure of the ability to cover debt with available resources

**Benchmark**

These data are benchmarked against previous years' data and trend line over time. The CFI is measured on a 14 point scale (-4 to 10) as follows: consider whether financial exigency is appropriate (-4 to -2); focus resources to compete in future state (4.5 to 7); deploy resources to achieve a robust mission (7.5 to 10).

**Frequency of Data Collection**

Annually in the fall, after the College's financial audit is finalized.

## **9. Key Performance Indicator: Debt Burden Ratio**

### **Rationale for Inclusion**

The metric measures the institution's ability to manage its debt and use its resources strategically to advance mission and goals.

### **Metric**

The total debt service divided by total operating expenditures.

### **Benchmark**

These data are benchmarked against previous years' data.

### **Frequency of Data Collection**

Annually in the fall, after the College's financial audit is finalized.

## **10. Key Performance Indicator: Operational Payments from Foundation to College**

### **Rationale for Inclusion**

The metric measures the amount of financial support for operations from the Foundation to College.

### **Metric**

The total net payment for operations from the Foundation to College.

### **Benchmark**

These data are benchmarked against prior years' data.

### **Frequency of Data Collection**

Annually in the fall, after the College's financial audit is finalized.

## **SUPPORTIVE CAMPUS CLIMATE**

## **11. Key Performance Indicator: Workplace Environment is Supportive**

### **Rationale for Inclusion**

This metric measures whether the College provides a supportive workplace for employees.

### **Metric**

The percentage of employees indicating that they "agree" or "strongly agree" that the workplace environment is supportive as measured by 3 key dimensions (Job Satisfaction/Support; Professional Development; Compensation and Benefits & Work/Life Balance) on the Chronicle of Higher Education's Great Colleges to Work for Survey.

### **Benchmark**

This indicator is benchmarked against previous and national results.

### **Frequency of Data Collection**

Biannually in the spring of odd-numbered years.

## CAMPUS FACILITIES/SUSTAINABILITY

### 12. Key Performance Indicator: Facilities Condition Index (FCI)

#### **Rationale for Inclusion**

This metric measures whether College buildings, systems, and structures are maintained properly.

#### **Metric**

The percentage describes the relative condition of campus buildings (Deferred Maintenance and Capital Renewal) in relation to Current Replacement Value (CRV). The lower the number the better on a scale of Good (0.01 – 0.05), Fair (0.051 - 0.10), Poor (0.11 and above).

#### **Benchmark**

This indicator measures building conditions and is benchmarked against the metric above which was adopted by the Association of Higher Education Facilities Officers (APPA) and the Society for College and University Planners (SCUP).

#### **Frequency of Data Collection**

The last audit was completed in 2009 with updates conducted every five (5) to seven (7) years.

## ACCESS AND AFFORDABILITY

### Key Performance Indicator: Indebtedness of Graduating Students

#### **Rationale for Inclusion**

This metric tracks the indebtedness of graduating students and the College's commitment to maintain efficiencies to keep the cost of attendance as low as possible.

#### **Metric**

The total debt of graduating students compared to State of New Jersey data as reported in the Project on Student Debt database.

#### **Benchmark**

This data is benchmarked against prior years' data.

#### **Frequency of Data Collection**

Annually in December for the previous academic year's graduating class.