Metric	Baseline (2018-19)	Target	Goal 1 Student Success	Goal 2 Access	Goal 3 Social Justice & Equity	Goal 4 Reputation	Goal 5 Fiscal Strength	Notes
Increase the Number of Chancellor's Office Approved Credit Certificates	628	Increase by 5% per year	✔	✔	✔	✔	✔	Launchboard data; Aligns with Vision For Success; Aligns with Student Centered Funding Formula
Increase the Number of Local Associate Degrees	669	Increase by 3% per year	✔	✔	✔	✔	✔	Launchboard data; Aligns with Vision For Success; Aligns with Student Centered Funding Formula
Increase the Number of Associate Degrees for Transfer	311	Increase by 10% per year	✔	✔	✔	✔	✔	Launchboard data; Aligns with Vision For Success; Aligns with Student Centered Funding Formula
Increase the Percentage of Students Who Transfer to a Four-Year Institution	28% (850)	Increase to 60% in !0 years 3.2 Percentage Point Increase per year	✔	✔	✔	✔	✔	Launchboard data; Aligns with Vision For Success; Aligns with Student Centered Funding Formula
Increase Percentage of Students Who Complete Transfer-Level Math & English in Year One	16% (392)	Increase to 60% in !0 years 4.4 Percentage Point Increase per year	✔	✔	✔	✔	✔	Launchboard data; Aligns with Vision For Success; Aligns with Student Centered Funding Formula
Increase the Number of Students Who Complete 9+ Career Education Units in One Year	1311	Increase by 2% annually	✔	✔	✔	✔	✔	Launchboard data; Aligns with Vision For Success; Aligns with Student Centered Funding Formula
Increase Percentage of Students Who Earn A Regional Living Wage	39%	Increase to 80% in 10 years 4.1 Percentage Point Increase per year	✔	✔	✔	✔	✔	Launchboard data; Aligns with Vision For Success; Aligns with Student Centered Funding Formula
Decrease Average Number of Accumulated Units Earned by Associate Degree Earners	89	Decrease to 72 in 5 years Decrease to 65 in 10 years	✔		✔			Launchboard data; Aligns with Vision For Success
Close all Equity Gaps in Student Success Metrics	n/a	Year ONE: Identify Gaps Year TWO: Update Student Equity Plan Close Gaps by year SEVEN	✔		✔	✔		Aligns with Vision For Success
Increase Dual Enrollment/Special Admit Students	702	Double in 5 years Triple in 10 years	✔	✔	✔	✔	✔	Internal data
Increase Enrollment of Non-Traditional Age Students	877	Double in 5 years Triple in 10 years	✔	✔	✔	✔	✔	Launchboard data
Increase Enrollment of International Students	0	Year THREE: 50 students per year Year FIVE: 64 students per year Year SEVEN: 75 students per year Year TEN: 100 students per year			✔	✔	✔	Baseline is ZERO as starting point for NEW recruitment program
Increase Number of Non-Credit Courses	21	Increase to 45 in 5 years Increase to 80 in 10 years	✔	✔	✔	✔	✔	
Increase Number of Non-Credit Certificates	0	Increase to 10 in 5 years Increase to 20 in 10 years	✔	✔	✔	✔	✔	
Increase Number of Partnerships with Middle Schools	0	Add at least one new partnership annually in each of our service area's six districts	✔	✔	✔	✔	✔	Partnership will mean systematic, annual outreach event.
Increase Student Volunteerism	Unknown	By end of year ONE: determine baseline and targets	✔		✔	✔		Need to survey students fall 2021
Increase Student Voter Participation	Unknown	By end of year ONE: determine baseline and targets	✔		✔	✔		Need to survey students fall 2021
Increase Number/Percentage of Equity-Focused Syllabi	Unknown	By end of year ONE: determine baseline and targets	✔		✔	✔		Need to survey faculty fall 2021; ARW to develop definitions, survey instrument & tracking plan
Increase Number/Percentage of Faculty Utilizing Inclusive Pedagogy	Unknown	By end of year ONE: determine baseline and targets	✔		✔	✔		Need to survey faculty fall 2021; ARW to develop definitions, survey instrument & tracking plan
Increase Number of Courses that Satisfy the CSU Ethnic Studies Requirement	1	Year THREE: 5 courses Year FIVE: 10 courses	✔	✔	✔	✔		goal added at Academic Senate first read
Develop & Publish a Statement of Commitment to Diversity, Equity, and Inclusion	n/a	By end of year ONE: DEI Statement is drafted, ratified through PG, published to website & posted across campus. By end of year TWO: All divisions operationalize DEI statement and develop an annual reporting plan. By end of year THREE: DEI commitments are integrated into Program Review and published in a Presidential Annual Report posted to the website.	✔	✔	✔	✔		goal added at Executive Committee Amparo proposes that ASG, CS, and AS also develop DEI statements
Increase Number of Faculty/Staff PDC Awards Given for Presentation of Original Work at Professional Conferences	3	In year ONE: PDC develops targets By end of year TWO: PDC develops annual report on progress				✔		Baseline is 3 awards given to faculty for regional conference
Apply for National Awards and Place as Finalist	2	By end of year TWO: Advancement Office in collaboration with Insititutional Effectiveness: ● develop and widely distribute to campus community: list of award opportunities, outline of requirements, timelines for applications, mechanism for annual review and report of progress ● develop targets and milestones				✔	✔	
Apply for State Awards and Place as Finalist	0	By end of year TWO: Advancement Office in collaboration with Insititutional Effectiveness: ● develop and widely distribute to campus community: list of award opportunities, outline of requirements, timelines for applications, mechanism for annual review and report of progress ● develop targets and milestones				✔	✔	
Apply for Local Awards and Place as Finalist	0	By end of year TWO: Advancement Office in collaboration with Insititutional Effectiveness: ● develop and widely distribute to campus community: list of award opportunities, outline of requirements, timelines for applications, mechanism for annual review and report of progress ● develop targets and milestones				✔	✔	
Advancement Office Annual Major Donations	0	Year ONE: Hire Advancement Office Director & set targets	✔			✔	✔	President's draft targets for discussion with Director: Year THREE: $100k; Year FIVE: $500k; Year SEVEM: $750k; Year TEN: $1M
Advancement Office Grant Awards Portfolio	$3,618,331 annually	Year ONE: Hire Advancement Office Director & set targets	✔			✔	✔	President's draft targets for discussion with Director: Year THREE: $5M; Year FIVE: $7M; Year SEVEM: $8.5M; Year TEN: $10M
Advancement Office Alumni Giving	0	Year ONE: ● Hire Advancement Office Director & set targets ● Advancement Director Establish Alumni Association	✔			✔	✔	President's draft targets for discussion with Director: Year THREE: $10k; Year FIVE: $20k; Year SEVEM: $100k; Year TEN: $200k
Complete Revenue Generating Development of Unused Land	n/a	Year ONE: develop plan, set future timeline and milestones				✔	✔	