

Strategic Plan: College of Engineering and Technology

Goal # Enrollment Management Recruitment Division: College of Engineering and Technology				Progress Trajectory					
College Objective	College Indicators	College Expected Outcomes	College Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
1) Increase and retain the number of students in Engineering and CTE programs.	a) Number of students enrolled b) Semester to semester retention	a) Maintain a student enrollment to generates enough tuition revenue to cover all the operation cost of the college. b) Improve a semester-to-semester student retention of 80%. c) Improve the visibility of the College through marketing and effective partnerships with federal labs, industry and other universities. d) To participate in existing and to organize new recruitment events.	a) Creating attractive atmosphere for potential students. b) Develop marketing materials and improve promotion. c) Develop articulation agreements with community colleges and universities in the region. d) Increase outreach activities. e) Expand the programs to other geographical areas. f) Improve first year experience activities. g) Recognition of student success. h) Use of early alert systems. i) Proactive advisement. j) Develop a Data Analytics system. k) Review in semester basis and printed media and hire a work-study to update the website regularly. l) Implement at least one community workshop with the focus on IT/Solar programs. m) Participate in at least three	Dean	Activities will be implemented every semester and data will be collected at the beginning of each semester.	In progress	\$0	Marketing brochures: \$2000	

			recruitment events per semester. n) Participate in at least three outreach activities per semester: i.e., Friday Academy, ASPIRE initiatives, etc.						
2) Increase the number of graduates in Engineering and CTE programs.	a) Number of students who graduate every semester.	a) Develop strategies to facilitate transfers of current associate degree students to bachelor degrees. b) Develop strategies to enhance class scheduling.	a) Implement degree works in advisement. b) Develop data driven systems to enhance class scheduling. c) Survey student needs for course offerings and scheduling purposes.	Dean	Activities will be implemented every semester.	In progress	\$0	\$0	

Goal # Developmental Education Division: College of Engineering and Technology				Progress Trajectory					
College Objective	College Indicators	College Expected Outcomes	College Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
1) Accelerate student progress in developmental education.	a) Number of students in ENGR 115 or MATH 100 moving to ENGR 120 in First Year.	a) Collaborate with the College efforts in the FYE and Math areas. b) Improve communication with the advisement office to guarantee optimal course placement.	a) Promote the ENGR 115 course to accelerate students in developmental or remedial Math. b) Linked entry-level engineering courses with the FYE course. c) Establish monthly meetings with the advisement office to guarantee optimal course placement for CET students and to keep an effective communication in terms of student issues such as early alert progress.	Dean	Ongoing	In progress			

Goal # Comprehensive Program Review Division: College of Engineering and Technology				Progress Trajectory					
College Objective	College Indicators	College Expected Outcomes	College Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
1) Establish a continuous improvement process for the program.	a) Documented action plans and evidence of implementation will be available.	a) Systematic data collection and development and implementation of action plans.	a) Curriculum review by external advisory groups. b) Program assessment will be used to improve the programs. c) Faculty development opportunities will be available.	Dean	Ongoing: Activities will be implemented every semester.	In progress			
2) Maintain self-sustainable programs.	a) Number of credit hours offered. b) Number of declared students per program.	a) A comprehensive recruitment and retention plan will be developed and implemented.	a) Implement faculty development in the areas of advisement and mentoring by mandating each faculty member to attend a course/seminar/training with NACADA, NMACTE and NAPE. b) Effective use of degree works for course scheduling. c) Enhance financial support offerings through scholarships. d) Develop a program of student ambassadors for the College's programs.	Dean	Activities will be implemented every semester.	In progress	\$5000	\$5000	

Goal # Accreditation Division: College of Engineering and Technology				Progress Trajectory					
College Objective	College Indicators	College Expected Outcomes	College Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
1) Accredit new bachelor programs and retain accreditation on the accredited ones.	a) Number of bachelor program accredited. b) Number of certificates recognized by industry.	a) ABET accreditation will be pursue or maintain for all bachelor programs. b) To link the two bachelor programs to at least one relevant industrial certification.	a) Maintain an assessment process at the College of Engineering and Technology. b) Retain faculty and staff members by enhancing the salary to competitive levels. c) Shared accreditation experiences and practices among the different Colleges at Northern by participating in workshops related to assessment and accreditation. d) Provide faculty development on industrial certifications and incorporate one industrial certification for the Information Technology and one of the Electromechanical.	Dean and Program Director	Accreditation visits for all bachelors will be scheduled for Fall 2018. Accreditation processes and assessment are ongoing. Strategy b is ongoing and will be addressed by improving recruitment, retention and increasing revenues by grants and donations.	In progress	\$0	\$10000	

Goal # Student Affairs Division: College of Engineering and Technology				Progress Trajectory					
College Objective	College Indicators	College Expected Outcomes	College Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
1) Enhance overall student experience	a) Improve the student satisfaction rating in our exit survey	a) Increase the number and enhance de quality of student activities such as internships for students, peer tutoring and mentorship c) Increase the educational activities such as field trips, tours and competitions.	a) Organize at least three educational activities per year such as field trips, tours and project competitions. b) Promote and participate in social and extra-curricular activities. c) Develop a brochure with contact information about the companies that have partnered with Northern for engineering/technology internships. d) Increase the numbers of industrial partners in at least 2 partners per year. e) Collaborate with NESAs (Northern Engineering Student Association) to implement the exit interview and student orientation. f) Initiate at least on student chapters sponsored by professional organizations. g) Organize at least two seminars/workshops and bring speakers in the engineering field per year. h) Increase the computer and software access to our students by adding more computers to the loan service and establish a software upgrade semester process on those computers.	Dean	These activities are ongoing will be implemented every semester. The professional chapter will be implemented by Spring 2016.		\$0	\$3500	

Goal # Customer Service Division: College of Engineering and Technology				Progress Trajectory					
College Objective	College Indicators	College Expected Outcomes	College Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
1) Provide better customer service	a) Improve the satisfaction rating in our customer service survey	a) Maintain an exemplary low record in terms of the number of student complains.	a) Implement Engineering/CTE student orientation. b) Keep an open door policy for students. c) Build relationships with alumni by establishing an annual meeting and creating a distribution list to keep them informed about Northern news. e) Improve signage of building/classrooms/offices. f) Establish a feedback box for suggestions at the HT and SERPA. g) Maintain clean and functional facilities. h) Provide guidance to visitors by posting maps around the CET buildings. i) Improve lab facilities and security for isolated buildings (SERPA). j) Improve access to buildings during the weekends and beyond business hours.	Dean	Strategies a, b, e, f, g and h will be implemented in Fall 15. Strategies c, I and j will be implemented by Fall 16 when funding is available.	In progress	\$0	\$25000	

Goal # Fundraising Division: College of Engineering and Technology				Progress Trajectory					
College Objective	College Indicators	College Expected Outcomes	College Strategies	Leader	Timing	Status	Current Budget	New Budget	Funding Priority
1) Increase the funding for the College	a) Increase or sustain the funding collected through external agencies per year.	a) Secure funding in the amount of at least \$100,000 per year through grants, contracts, donations and continuing education training programs. b) Work with industrial, government and academic partners on equipment donation.	a) Submit at least six grant proposals per year. b) Partner with other Colleges at Northern and other Institutions for collaborative grant proposals. c) Collaborate with Northern Foundation to reach out alumni and other potential donors by establishing at least one annual meeting give alumni/donors. d) Compile annually a list of equipment needed and reach out to national labs or industry for equipment/licenses donations.	Dean	Ongoing activities	In progress	\$0	\$0	