

Review of FSU Mission & Vision Statements & Core Values

Introduction. As Frostburg State University completes its 2017-2023 Strategic Plan, FSU engaged the campus community in a review of its Mission and Vision Statements and the Core Values articulated in 2017. These statements and values are:

MISSION

Frostburg State University is a student-centered teaching and learning institution featuring experiential opportunities. The University offers students a distinctive and distinguished baccalaureate education along with a select set of applied master's and doctoral programs. Frostburg serves regional and statewide economic and workforce development; promotes cultural enrichment, civic responsibility, and sustainability; and prepares future leaders to meet the challenges of a complex and changing global society.

CORE VALUES

- *Frostburg State University is a place where every student can experience a myriad of opportunities both in and out of the classroom, fostered by a sense of inclusion and close mentoring relationships with faculty and staff.*
- *Frostburg State University is committed to developing cultural competence and cultivating understanding of and respect for a diversity of experiences and worldviews that encourage each person's ability to "take the perspective of the other."*
- *Frostburg State University is committed to a system of shared governance that allows faculty, staff, and students to learn about the issues the university confronts and that provides a structure for meaningful input into university decisions.*

OUR VISION FOR FROSTBURG STATE UNIVERSITY IN 2023

Frostburg State University is a regionally acclaimed and nationally recognized academic institution that provides distinctive programs to support state and regional workforce needs. Faculty, staff, and students foster collaboration in a welcoming and inclusive campus culture.

Students value the opportunities open for them at FSU and form close mentoring relationships with faculty and staff, who are committed to their success and well-being. Students apply knowledge and skills learned in the classroom to internship, civic engagement, study abroad, and research experiences to meet the challenges of a complex and changing global society.

The university is integrated into the fabric of the community as a valued and respected regional asset. We are committed to making changes that secure our future while celebrating the values that reflect our history.

Opportunities for Feedback. A campuswide survey on the Mission statement and its components was circulated to the campus community and members on the FSU Foundation Board. The response rate was 1.9% (N = 79 of 4264 surveys circulated). The survey asked about the Mission statement itself as well as individual components of the statement. The data from the survey are included in Appendix A.

Three campuswide sessions were conducted in October 2023 to collect perceptions regarding the mission, vision and core values. Eighteen individuals participated in small groups. Levels of agreement, disagreement, and perceptions that an item could be differentiator for FSU compared with competitors are presented in Table 1.

Table 1. Findings from Sessions on Mission/Vision Statements (N=18)

MISSION	% agree	% disagree	% differentiator
5. serves regional and statewide economic and workforce development;	95%	0%	11%
6. promotes cultural enrichment,	89%	5%	0%
1. Frostburg State University is a student-centered teaching and learning institution	89%	0%	0%
7. civic responsibility,	74%	5%	16%
4. a select set of applied master's and doctoral programs.	74%	16%	5%
2. featuring experiential opportunities.	63%	16%	16%
9. prepares future leaders to meet the challenges of a complex and changing global society.	63%	26%	0%
8. sustainability;	58%	32%	37%
3. a distinctive and distinguished baccalaureate education	21%	74%	5%
CORE VALUES	% agree	% disagree	% differentiator
1. Frostburg State University is a place where every student can experience a myriad of opportunities both in and out of the classroom,	74%	0%	0%
2. fostered by a sense of inclusion and close mentoring relationships with faculty and staff.	68%	5%	37%
4. committed to a system of shared governance that allows faculty, staff, and students to learn about the issues the university confronts	68%	5%	16%
5. provides a structure for meaningful input into university decisions.	58%	21%	21%
3. developing cultural competence and cultivating understanding of and respect for a diversity of experiences and worldviews that encourage each person's ability to "take the perspective of the other."	58%	37%	11%
OUR VISION FOR FROSTBURG STATE UNIVERSITY IN 2023	% agree	% disagree	% differentiator
7. The university is integrated into the fabric of the community as a valued and respected regional asset.	79%	0%	47%
1. a regionally acclaimed and nationally recognized academic institution	74%	16%	16%
5. form close mentoring relationships with faculty and staff, who are committed to their success and well-being.	68%	5%	26%
3. Faculty, staff, and students foster collaboration in a welcoming and inclusive campus culture.	63%	21%	0%
2. provides distinctive programs to support state and regional workforce needs.	63%	26%	26%
4. Students value the opportunities open for them at FSU	47%	26%	32%
8. We are committed to making changes that secure our future while celebrating the values that reflect our history.	42%	32%	11%
6. Students apply knowledge and skills learned in the classroom to internship, civic engagement, study abroad, and research experiences to meet the challenges of a complex and changing global society.	21%	47%	37%

APPENDIX A: FSU Mission Feedback Survey

FSU Mission Feedback Survey

Description:

Date Created: 9/20/2023 4:00:07 PM

Date Range: 9/20/2023 3:59:00 PM - 10/31/2023 3:59:00 PM

Total Respondents: 80




Q1. How do you feel that Frostburg State University is meeting its mission statement?		
Count	Percent	
68	100.00%	<div style="width: 100%; height: 10px; background-color: red;"></div>
68	Respondents	

Q2. Please provide examples of how we are meeting our mission:				
Count	Respondent %	Response %		
52	82.54%	11.30%	<div style="width: 11.30%; height: 10px; background-color: red;"></div>	Student-centered teaching and learning institution.
58	92.06%	12.61%	<div style="width: 12.61%; height: 10px; background-color: red;"></div>	Feature experiential opportunities.
51	80.95%	11.09%	<div style="width: 11.09%; height: 10px; background-color: red;"></div>	Offers distinctive and distinguished baccalaureate education.
49	77.78%	10.65%	<div style="width: 10.65%; height: 10px; background-color: red;"></div>	Offers a select set of applied master's and doctoral programs:
53	84.13%	11.52%	<div style="width: 11.52%; height: 10px; background-color: red;"></div>	Serves the regional and statewide economic and workforce development:
52	82.54%	11.30%	<div style="width: 11.30%; height: 10px; background-color: red;"></div>	Promotes cultural enrichment.
47	74.60%	10.22%	<div style="width: 10.22%; height: 10px; background-color: red;"></div>	Promotes civic responsibility.
49	77.78%	10.65%	<div style="width: 10.65%; height: 10px; background-color: red;"></div>	Promotes sustainability.
49	77.78%	10.65%	<div style="width: 10.65%; height: 10px; background-color: red;"></div>	Prepares future leaders to meet the challenges of a complex and changing global society.
63	Respondents			
460	Responses			




Q3. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Student-centered teaching and learning institution.				
Count	Percent			
59	74.68%	<div style="width: 74.68%; height: 10px; background-color: red;"></div>	Observed	
15	18.99%	<div style="width: 18.99%; height: 10px; background-color: red;"></div>	Not Observed	

5	6.33%		Not sure
79 Respondents			


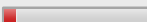
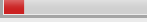
Q4. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Feature experiential opportunities.

Count	Percent		
61	77.22%		Observed
14	17.72%		Not Observed
4	5.06%		Not sure
79 Respondents			


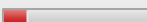
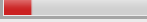
Q5. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Offers distinctive and distinguished baccalaureate education.

Count	Percent		
40	50.63%		Observed
25	31.65%		Not Observed
14	17.72%		Not sure
79 Respondents			



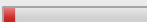
Q6. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Offers a select set of applied master's and doctoral programs:

Count	Percent		
61	77.22%		Observed
7	8.86%		Not Observed
11	13.92%		Not sure
79 Respondents			

Q7. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Serves the regional and statewide economic and workforce development:


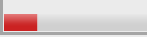
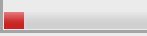
Count	Percent		
51	64.56%		Observed
13	16.46%		Not Observed
15	18.99%		Not sure
79 Respondents			

Q8. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Promotes cultural enrichment.


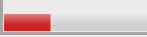
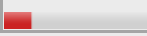
Count	Percent		
62	79.49%		Observed
10	12.82%		Not Observed
6	7.69%		Not sure

78 Respondents


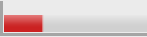
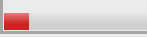
Q9. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Promotes civic responsibility.

Count	Percent		
49	62.82%		Observed
18	23.08%		Not Observed
11	14.10%		Not sure
78 Respondents			


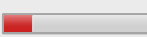
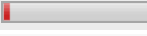
Q10. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Promotes sustainability.

Count	Percent		
38	48.10%		Observed
26	32.91%		Not Observed
15	18.99%		Not sure
79 Respondents			


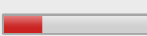
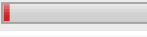
Q11. For each theme reflected in the mission statement, please indicate if you have observed it in practice, not observed it in practice, or are not sure. - Prepares future leaders to meet the challenges of a complex and changing global society.

Count	Percent		
43	55.13%		Observed
21	26.92%		Not Observed
14	17.95%		Not sure
78 Respondents			

Q12. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Student-centered teaching and learning institution.

Count	Percent		
54	76.06%		Aspirational
14	19.72%		Lacks aspiration
3	4.23%		Not sure
71 Respondents			

Q13. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Feature experiential opportunities.

Count	Percent		
50	69.44%		Aspirational
19	26.39%		Lacks aspiration
3	4.17%		Not sure
72 Respondents			

Q14. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Offers distinctive and distinguished baccalaureate education.

Count	Percent
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42	58.33%		Aspirational
21	29.17%		Lacks aspiration
9	12.50%		Not sure
72 Respondents			

Q15. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Offers a select set of applied master's and doctoral programs:

Count	Percent		
37	51.39%		Aspirational
22	30.56%		Lacks aspiration
13	18.06%		Not sure
72 Respondents			

Q16. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Serves the regional and statewide economic and workforce development:

Count	Percent		
44	61.11%		Aspirational
20	27.78%		Lacks aspiration
8	11.11%		Not sure
72 Respondents			

Q17. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Promotes cultural enrichment.

Count	Percent		
48	66.67%		Aspirational
17	23.61%		Lacks aspiration
7	9.72%		Not sure
72 Respondents			

Q18. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Promotes civic responsibility.

Count	Percent		
41	57.75%		Aspirational
21	29.58%		Lacks aspiration
9	12.68%		Not sure
71 Respondents			

Q19. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Promotes sustainability.

Count	Percent		
39	54.93%		Aspirational
24	33.80%		Lacks aspiration
8	11.27%		Not sure

71 Respondents

Q20. For each theme reflected in the mission statement, please indicate if you feel it is aspirational theme, lacks aspiration, or are not sure. - Prepares future leaders to meet the challenges of a complex and changing global society.

Count	Percent		
46	63.89%		Aspirational
19	26.39%		Lacks aspiration
7	9.72%		Not sure
72 Respondents			

Q21. Please rate how effective we are meeting are mission specifically. - Student-centered teaching and learning institution.

Count	Percent		
16	20.25%		Outstanding
13	16.46%		Exceeds Expectations
24	30.38%		Meets Expectations
14	17.72%		Needs Improvement
12	15.19%		Unacceptable
79 Respondents			

Q22. Please rate how effective we are meeting are mission specifically. - Feature experiential opportunities.

Count	Percent		
12	15.19%		Outstanding
12	15.19%		Exceeds Expectations
29	36.71%		Meets Expectations
22	27.85%		Needs Improvement
4	5.06%		Unacceptable
79 Respondents			

Q23. Please rate how effective we are meeting are mission specifically. - Offers distinctive and distinguished baccalaureate education.

Count	Percent		
6	7.69%		Outstanding
12	15.38%		Exceeds Expectations
21	26.92%		Meets Expectations
31	39.74%		Needs Improvement
8	10.26%		Unacceptable
78 Respondents			

Q24. Please rate how effective we are meeting are mission specifically. - Offers a select set of applied master's and doctoral programs.

Count	Percent		
7	8.97%		Outstanding
11	14.10%		Exceeds Expectations
45	57.69%		Meets Expectations
12	15.38%		Needs Improvement
3	3.85%		Unacceptable

Q25. Please rate how effective we are meeting are mission specifically. - Serves the regional and statewide economic and workforce development.

Count	Percent		
9	11.69%		Outstanding
11	14.29%		Exceeds Expectations
39	50.65%		Meets Expectations
12	15.58%		Needs Improvement
6	7.79%		Unacceptable
77 Respondents			

Q26. Please rate how effective we are meeting are mission specifically. - Promotes cultural enrichment.

Count	Percent		
7	8.86%		Outstanding
25	31.65%		Exceeds Expectations
24	30.38%		Meets Expectations
14	17.72%		Needs Improvement
9	11.39%		Unacceptable
79 Respondents			

Q27. Please rate how effective we are meeting are mission specifically. - Promotes civic responsibility.

Count	Percent		
11	13.92%		Outstanding
13	16.46%		Exceeds Expectations
28	35.44%		Meets Expectations
19	24.05%		Needs Improvement
8	10.13%		Unacceptable
79	Respondents		

Q28. Please rate how effective we are meeting are mission specifically. - Promotes sustainability.

Count	Percent		
5	6.33%		Outstanding
9	11.39%		Exceeds Expectations
25	31.65%		Meets Expectations
30	37.97%		Needs Improvement
10	12.66%		Unacceptable
79	Respondents		

Q29. Please rate how effective we are meeting are mission specifically. - Prepares future leaders to meet the challenges of a complex and changing global society.

Count	Percent		
6	7.59%		Outstanding
12	15.19%		Exceeds Expectations
26	32.91%		Meets Expectations
26	32.91%		Needs Improvement
9	11.39%		Unacceptable
79	Respondents		

Q30. Are there any themes that you feel are missing from our mission and why?

Count	Percent		
51	100.00%		
51	Respondents		

Q31. Please share any additional thoughts about how you feel we are meeting our mission.

Count	Percent		
40	100.00%		
40	Respondents		

Q32. Please select your primary role within the university:

Count	Percent		
37	46.25%		Faculty
21	26.25%		Staff
16	20.00%		Student
5	6.25%		Alumni/Foundation Board
1	1.25%		Other (please specify)
80	Respondents		

