

Strategic Planning Action Items & Outcomes (2018-2023) (% complete, FY 22)

- 1. Frostburg State University ensures students have the necessary skills to launch a successful career and be a productive and engaged citizen. PROVOST**

Graduates produce an e-portfolio containing examples of their work that demonstrates they have the skills expected to be successful in professional careers or post-graduate study.

Three initiatives are proposed:

- 1. Revision and implementation of GEP; 75%*
- 2. Investigation of role of co-curricular education as part of skill acquisition (e.g., leadership); and, 50%*
- 3. Use of e-portfolios as repository of evidence of skill acquisition. 75%*

- 2. All graduates have multiple High Impact Learning Practices (HIPs) with a focus on internships and integrative capstone experiences. PROVOST**

All graduates have had an educational experience that 1) is outside of the classroom and 2) integrates knowledge and skills in their specific area(s) of study.

Three initiatives are proposed;

- 1. Increased student awareness of FSU's commitment to and expansion of HIPs; 100%*
- 2. Increased emphasis on internship experiences; and, 100%*
- 3. Development of intentional learning and "signature works" in capstone experiences. 100%*

- 3. Frostburg State University supports student success through comprehensive academic and career services that focus on the needs of students from admission through their years as alumni. PROVOST & VP STUDENT AFFAIRS**

Career and academic advising support and services are tailored to the individual's progress at FSU and are recognized as a preeminent component of the university.

- 1. Participation in the NACADA/Gardner Institute Excellence in Academic Advising Program will be the major driving force for improving and enhancing academic advising during the 5-year time period. 75%*
- 2. FSU will also focus on the second-year experience as a critical time for career advising through course offerings, self-inventories, and programming as part of the second-year residency requirement. 75%*
- 3. Recognizing the value of a Career and Professional Development Center (CDPC) to students and alumni as a resource for career selection and advancement, the services and offerings of the CPDC will be assessed in terms of meeting or exceeding national best practice benchmarks. 100%*

- 4. Frostburg State University provides programs and services that promote student engagement and the development of self-awareness and well-being. VP STUDENT AFFAIRS**

Graduates have developed lifestyles that promote physical and mental wellness and have the necessary skills to maintain wellness in life.

This outcome relies on a significant focus on co-curricular offerings to improve physical and mental wellness among students. The results of a multi-year plan with a comprehensive approach to well-being will lead to a defined co-curriculum.90%

5. Frostburg State University integrates civic learning and democratic engagement into the curricular and co-curricular student experience. VP STUDENT AFFAIRS & PROVOST

All FSU graduates are able to provide examples of how their civic engagement experiences have contributed to their civic literacy.

Enhancements and recognitions for civic engagement will continue. 90%

6. Frostburg State University sustains a campus culture that respects differences in people and ideas, values inclusion and diversity, and promotes cultural competence. VP STUDENT AFFAIRS

All FSU graduates demonstrate respect for differences, and an increase in their cultural competency.

Recognizing the increasing diversity of the FSU student body, faculty and staff, FSU will create greater opportunities for inclusion and public celebration of diversity. Ongoing 50%

7. Frostburg State University fosters regional development through increased: 1) number of graduates employed in the region; 2) number of businesses created by faculty, staff, or graduates; and, 3) number of collaborative regional development projects. VP STUDENT AFFAIRS & VP RDE

Career placement data indicate FSU graduates are employed within the region and state in appropriate career tracks within six months of graduation. 100%

8. Technology is seamlessly integrated into the learning and campus experience. CIO & VP A&F

Open Educational Resources and Learning Management Systems are integrated into most FSU courses and data are available and shared across all university software platforms to facilitate student success and university support operations.

The IT Master Plan is the critical component to this action item in that coordination and communication among faculty, staff, students, and IT staff is critical to enhancing the usefulness (e.g., ease of use, seamless integration of data) of IT products on campus. Current Initiatives stand at 78%

9. Frostburg State University has a recruitment plan that incorporates student demands and regional and state workforce needs for three target groups – the high school graduate, the college transfer student, and the working adult. PRES. & PROVOST

The plan, based on appropriate analytics, shows improvements in student recruitment over the time period and job placement data reflect success in addressing regional and statewide workforce demands. 70%

10. FSU is promoted through traditional and emerging market media to the target segments identified in the recruitment plan that highlights successes, services and features appropriate to each target segment. VP ADVANCEMENT

Marketing artifacts are visible and recognizable to targeted segments of the regional and state population.

Focus is two-fold.

- 1. Primary focus is to increase FSU awareness among high school students, transfers, and working adults. (VP Advancement)*
- 2. The secondary focus is increasing public and alumni knowledge of FSU accomplishments. (85%)*

11. Frostburg State University's budgeting model is transparent and based on defined performance metrics with resources provided to close the gap or exceed critical benchmarks with peer institutions. VP A&F & PROVOST

The budgeting model is understood by university members and is linked to effective use of all resources to support the student success and the university's mission.

Three initiatives are proposed:

- 1. A revised budgeting process better aligned with performance and university priorities;*
- 2. Continued attention to enhancing communication and transparency about the budget; and,*
- 3. Eliminating the salary gap between FSU and peer institutions for faculty and staff.*

Current Initiatives stand at 50%

12. FSU provides professional development opportunities for its faculty and staff to ensure they are current in their respective field or area of service. CHRO, PRES., PROVOST

Each faculty and staff member can articulate their career goals and is evaluated on his or her plan to achieve those goals.

This action item requires an increased awareness and support for each employee's professional development plan.

Outcomes should include

- 1. improved employee morale;*
- 2. improved service to clients and consumers; and,*
- 3. greater internal advancement and promotion opportunities within FSU.*

Current Initiatives stand at 95%

Summer 2022 Strategic Planning Action Item Completion

