

## **RB26.00 FROSTBURG STATE UNIVERSITY**

*DBM Submission September 22, 2006*

### **PROGRAM DESCRIPTION**

Frostburg State University (FSU) offers a comprehensive array of undergraduate and graduate degrees emphasizing arts and humanities, business, applied technologies, education, environmental sciences, human services, and social and behavioral sciences.

### **MISSION**

Frostburg State University has provided paths to success for students for over 100 years. Founded in 1898 to prepare teachers, the institution today is a public, comprehensive, largely residential regional university offering a wide array of affordable programs at the undergraduate and graduate levels. The only four-year institution of the University System of Maryland west of the Baltimore-Washington corridor, the University serves as the premier educational and cultural center for western Maryland. At the same time, it draws its student population from all counties in Maryland, as well as from numerous other states and foreign countries, thereby creating a campus experience that prepares students to live and work in a culturally diverse world.

The University is distinguished by a scenic campus encircled by mountains, its excellent academic programs, its nationally acclaimed community service programs, and its vital role in regional economic development initiatives. As a result, it holds the distinction of being one of the University System institutions most closely woven into the fabric of the surrounding area.

Frostburg State University is, first and foremost, a teaching institution in which students are guided and nurtured by dedicated, highly qualified faculty and staff. Faculty engage in wide-ranging research and scholarly activity with the ultimate goal of enhancing student learning. The academic experience of undergraduates includes a rigorous general education program in the liberal arts and sciences, including development of core skills. Major areas of specialization are offered in education, business, science and technology, the creative and performing arts, and selected programs in the humanities and social sciences. The University provides numerous opportunities for students to engage in community service, leadership development activities, undergraduate research, and internships. These activities serve as experiential laboratories in which students apply what they have learned in the classroom to real-world situations. Graduate programs provide specialized instruction for students involved in or preparing for professional careers.

Frostburg State University continues to define its core mission as providing pathways to success – in careers, in further education, and in life – for all of its graduates.

### **VISION**

At Frostburg State University, students will always come first. The University will consist of an increasingly multi-cultural community, rich in perspectives, highly knowledgeable within their academic disciplines, technologically proficient, strongly motivated for learning, and globally aware.

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### KEY GOALS AND OBJECTIVES

**Goal 1:** Serve as a catalyst for economic development in western Maryland and in the region.

**Objective 1.1:** Work with state and local government agencies to attract initiatives to FSU's campus from 0 in 2004 to 6 in 2009.

Performance Measure	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Estimated	2008 Estimated
<b>Output:</b> Number of initiatives located at FSU <sup>1</sup>	0	0	3	5	5	5

**Objective 1.2:** Prepare graduates to obtain higher initial median salaries from \$30.8K in 2004 to \$36.8K in 2008.

Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Estimated
<b>Outcome:</b> Median salary of graduates (\$000's) <sup>2, 3</sup>	\$25.5	\$27.5	\$30.8	\$32.5	\$36.8

**Objective 1.3:** Sustain effective and efficient use of resources through 2009 by allocating at least 2% of replacement costs to facilities renewal and achieve at least 2% of operating budget for reallocation to priorities.

Performance Measure	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Estimated	2008 Estimated
<b>Outcome:</b> Percent of replacement cost expended in facility renewal	1.1%	1.3%	1.1% <sup>8</sup>	.6%	1.3%	1.7%
<b>Outcome:</b> Rate of operating budget reallocation	2%	6%	2%	4%	2%	2%

**Goal 2:** Meet critical workforce needs in the region and the state.

**Objective 2.1:** Increase the estimated percent of IT program graduates employed in Maryland from 74% in survey year 2002 to 78% in survey year 2008.

Performance Measure	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Estimated	2008 Estimated
<b>Input:</b> Number of undergraduates enrolled in IT programs	431	415	372	331	351 <sup>9</sup>	358
<b>Output:</b> Number of graduates in IT programs (annually)	64	56	51	42	50	58
Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Estimated	
<b>Outcome:</b> Percent of IT graduates employed in Maryland <sup>3</sup>	67%	75%	74%	75%	78%	

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**Objective 2.2:** Increase the number of teacher education graduates employed in Maryland public schools from 68 in 2004 to 120 in 2009.

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Input:</b> Number of undergraduates and MAT post-bach. in teacher education	742	744	735	670	573 <sup>9</sup>	580
<b>Output:</b> Number of undergraduates and MAT post-bach. completing teacher training	130	135	176	174	185	189
<b>Outcome:</b> Number of grads teaching in Maryland schools <sup>4</sup>	91	68	82	102	100	118
<b>Quality:</b> Pass rates for undergraduates and MAT post-bach. on PRAXIS II <sup>5</sup>	98%	97%	98%	99%	99%	99%

**Goal 3:** Provide access to higher education for residents of Maryland and the region.

**Objective 3.1:** Increase the percentage of graduates employed one year out from 97% in survey year 2002 to 98% in survey year 2008.

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Input:</b> Headcount enrollment (Fall Total in FY)	5,457	5,469	5,327	5,041	4,910 <sup>9</sup>	4,926
<b>Output:</b> Number of graduates with a Bachelor's degree	755	797	834	849	779	786
<b>Performance Measure</b>	<b>1998 Survey Actual</b>	<b>2000 Survey Actual</b>	<b>2002 Survey Actual</b>	<b>2005 Survey Actual</b>	<b>2008 Survey Estimated</b>	
<b>Outcome:</b> Number of graduates working in Maryland <sup>3</sup>	510	584	552	600	610	
<b>Outcome:</b> Percent of graduates employed one year out <sup>3</sup>	95%	98%	97%	91%	98%	

**Objective 3.2:** By 2009, maintain the number of students enrolled in courses delivered off campus at a level equal to or greater than the 2004 level of 2,902.

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Input:</b> Number of annual off campus course enrollments <sup>6</sup>	2,938	2,902	2,716	2,617	2,800	2,900

**Objective 3.3:** Increase the second-year retention rate of FSU undergraduates from 75.5% in 2004 to 80.0% in 2009.

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Output:</b> Retention Rate all students	78.8%	75.5%	79.3%	75.3%	76.2%	78.4%

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**Objective 3.4:** Attain a six-year graduation rate of FSU undergraduates from 58.6% in 2004 to 61.7% in 2009.

<b>Performance Measure</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>	<b>Estimated</b>
<b>Output:</b> Graduation Rate all students	56.5%	58.6%	57.4%	56.0%	58.1%	60.3%

**Objective 3.5:** Maintain the approximate percent of economically disadvantaged students from 48.8% in 2004 to 50.0% in 2009.

<b>Performance Measure</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>	<b>Estimated</b>
<b>Input:</b> Percent of economically disadvantaged students	49.0%	48.8%	50.8%	46.4%	50.0%	50.0%

**Goal 4:** Continue efforts to create an environment that prepares students to live and work in a diverse society.

**Objective 4.1:** Attain greater faculty diversity: women from 37.6% in 2004 to 38.9% in 2009; African-Americans from 3.8% in 2004 to 4.5% in 2009.

<b>Performance Measure</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>	<b>Estimated</b>
<b>Output:</b> Faculty Diversity FT:						
Women	37.9%	37.6%	37.3%	37.8%	38.2%	38.5%
African American	4.0%	3.8%	3.1%	3.9%	4.1%	4.3%

**Objective 4.2:** By 2009, maintain the percentage of African-American undergraduates at a level equal to or greater than the 2004 level of 12.3%.

<b>Performance Measure</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>
<b>Input:</b> Percent African American (Fall Undergraduate in FY)	12.6%	12.3%	12.7%	14.8%	16.6% <sup>9</sup>	16.6%

**Objective 4.3:** By 2009, sustain the percentage of minority undergraduates at a level equal to or greater than the 2004 level of 16.2%.

<b>Performance Measure</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>
<b>Input:</b> Percent Minority (Fall Undergraduate in FY)	16.4%	16.2%	16.6%	18.9%	20.6% <sup>9</sup>	20.6%

**Objective 4.4:** Achieve and sustain the second-year retention rate of African-American students at 83.0% through 2009.

<b>Performance Measure</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>	<b>Estimated</b>
<b>Output:</b> Retention Rate African American	80.2%	74.2%	82.8%	77.4%	80.0%	82.0%

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**Objective 4.5:** Increase the second-year retention rate of minority students from 72.9% in 2004 to 83.0% in 2009.

Performance Measure	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Estimated	2008 Estimated
<b>Output:</b> Retention Rate Minority	82.1%	72.9%	80.5%	76.8%	78.0%	79.8%

**Objective 4.6:** Attain and preserve a six-year graduation rate of African-American students at 45.3% through 2009.

Performance Measure	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Estimated	2008 Estimated
<b>Output:</b> Graduation Rate African American	40.8%	45.3%	46.1%	54.8%	55.1%	53.8%

**Objective 4.7:** Realize and maintain a six-year graduation rate of minority students at 47.1% through 2009.

Performance Measure	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Estimated	2008 Estimated
<b>Output:</b> Graduation Rate Minority	44.9%	47.1%	48.8%	50.0%	51.9%	48.8%

**Goal 5:** Increase recognition for the university's academic programs through national accreditations of teacher education, business and other selected programs.

**Objective 5.1:** Increase number of programs awarded professional accreditation (e.g., NCATE and AACSB) from 5 in 2004 to 7 in 2009.

Performance Measure	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Estimated	2008 Estimated
<b>Quality:</b> Achievement of professional accreditation by program <sup>7</sup>	4	5	6	7	7	7

**Objective 5.2:** By the 2008 survey year, maintain the satisfaction of graduates with education received for work at the 2004 level of 89% or greater.

Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Estimated
<b>Outcome:</b> Satisfaction with education for work <sup>3</sup>	90%	97%	89%	91%	94%

**Objective 5.3:** By the 2008 survey year, maintain the percentage of satisfaction with education for grad/prof school at the 2004 level of 97% or greater.

Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Estimated
<b>Outcome:</b> Satisfaction with education for grad/prof. school <sup>3</sup>	88%	98%	97%	99%	98%

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**Objective 5.4:** Sustain the Regents' goal of 7 to 8 course units taught by FTE Core Faculty through 2009.

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Quality:</b> Course Units Taught by FTE Core Faculty	7.4	7.9	7.8	7.8	7.5	7.5

**Goal 6:** Promote outreach programs that benefit the campus and broader community.

**Objective 6.1:** By 2012, meet or exceed the system campaign goal of at least \$10 million cumulative for the length of the campaign (beginning in FY 2005).

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Output:</b> Funds raised in annual giving (\$M)	\$1.50	\$1.20	\$1.29	\$1.20	\$1.50	\$1.50

**Objective 6.2** By 2009, increase days spent in public service per FTE Faculty to 10 from 9.7 in 2004.

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Outcome:</b> Days of public service per FTE faculty	10.9	9.7	8.3	9.6	9.8	9.9

**Objective 6.3:** Increase the number of students involved in community outreach to 2,800 in 2009 from 2,120 in 2004.

<b>Performance Measure</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Actual</b>	<b>2007 Estimated</b>	<b>2008 Estimated</b>
<b>Outcome:</b> Number of students involved in community outreach	2,400	2,120	2,680	3,135	2,700	2,725

Note: TBA = Data will be available upon the release of the 2006 report from MSDE.

<sup>1</sup> Cumulative number of initiatives attracted to FSU.

<sup>2</sup> The weighted average of the mid point of the salary ranges.

<sup>3</sup> Column headings used for this measure reflect the survey years in which the data were gathered. Data contained in the 1998, 2000, 2002 and 2005 columns are taken from the MHEC-sponsored Alumni Follow Up Survey, which is now administered triennially to alumni who graduated the prior year (for instance, the 1998 survey was of 1997 graduates, the 2000 survey was of 1999 graduates, etc.).

<sup>4</sup> Number of teachers who were new hires in the fiscal year.

<sup>5</sup> PRAXIS II program completer cohorts are based on the degree year (DY) of August, December, January, and May. FY 2006 pass rate data = DY 2005, FY 2005 pass rate data = DY 2004, FY 2004 pass rate = DY 2003, and FY 2003 pass rate = DY 2002.

<sup>6</sup> Off campus duplicative course enrollments for FY (summer, fall, and spring).

<sup>7</sup> Cumulative number of program accreditations at the University.

<sup>8</sup> Reflects post September 2005 submission adjustment and is based upon updated information supplied by the USM office.

<sup>9</sup> Actual Fall 2006 Data.