

UNIVERSITY SYSTEM OF MARYLAND

RB26.00 FROSTBURG STATE UNIVERSITY

DBM res 08/20/07

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	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Number of initiatives located at FSU ¹	0	3	5	6	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
Outcome: Median salary of graduates (\$000's) ^{2,3}	\$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	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Outcome: Percent of replacement cost expended in facility renewal	1.3%	1.1% ⁸	.6%	Sept. 15, 2007	1.3%	1.7%
Outcome: Rate of operating budget reallocation	6%	2%	4%	Sept. 15, 2007	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	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input: Number of undergraduates enrolled in IT programs	415	372	331	351	358	376
Output: Number of graduates in IT programs (annually)	56	51	42	Aug. 30, 2007	49	51
Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Estimated	
Outcome: Percent of IT graduates employed in Maryland ³	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.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input: Number of undergraduates and MAT post-bach. in teacher education	744	735	670	573	589	615
Output: Number of undergraduates and MAT post-bach. completing teacher training	135	176	174	Aug. 30, 2007	181	184
Outcome: Number of grads teaching in Maryland schools ⁴	68	82	102	TBA	118	120
Quality: Pass rates for undergraduates and MAT post-bach. on PRAXIS II ⁵	97%	98%	99%	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.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input: Headcount enrollment (Fall Total in FY)	5,469	5,327	5,041	4,910	5019	5074
Output: Number of graduates with a Bachelor's degree	797	834	849	801	827	811
Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Estimated	
Outcome: Number of graduates working in Maryland ³	510	584	552	600	610	
Outcome: Percent of graduates employed one year out ³	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.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input: Number of annual off campus course enrollments ⁶	2,902	2,716	2,617	2,748	2,802	2,848

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

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Retention Rate all students	75.5%	79.3%	75.3%	75.5%	75.8%	76.1%

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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.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Graduation Rate all students	58.6%	57.4%	56.0%	55.1%	56.0%	57.1%

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

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input: Percent of economically disadvantaged students	48.8%	50.8%	46.4%	48.2%	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.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Faculty Diversity FT:						
Women	37.6%	37.3%	37.8%	38.3%	38.5%	38.7%
African American	3.8%	3.1%	3.9%	4.2%	4.3%	4.4%

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%.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input: Percent African American (Fall Undergraduate in FY)	12.3%	12.7%	14.8%	16.6%	16.6%	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%.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input: Percent Minority (Fall Undergraduate in FY)	16.2%	16.6%	18.9%	20.6%	20.6%	20.6%

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

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Retention Rate African American	74.2%	82.8%	77.4%	80.6%	82.0%	82.6%

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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	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Retention Rate Minority	72.9%	80.5%	76.8%	78.1%	79.8%	80.3%

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

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Graduation Rate African American	45.3%	46.1%	54.8%	53.9%	53.8%	53.9%

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

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Graduation Rate Minority	47.1%	48.8%	50.0%	52.0%	48.8%	48.9%

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	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Quality: Achievement of professional accreditation by program ⁷	5	6	7	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
Outcome: Satisfaction with education for work ³	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
Outcome: Satisfaction with education for grad/prof. school ³	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.

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Quality: Course Units Taught by FTE Core Faculty	7.9	7.8	7.8	7.7	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).

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Output: Funds raised in annual giving (\$M)	\$1.20	\$1.29	\$1.20	\$3.20	\$1.60	\$1.60

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

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Outcome: Days of public service per FTE faculty	9.7	8.3	9.6	9.9	9.9	10.0

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

Performance Measure	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Outcome: Number of students involved in community outreach	2,120	2,680	3,135	3,233	3,270	3,300

Note: TBA = Data will be available upon the release of the 2007 report from MSDE.

¹ Cumulative number of initiatives attracted to FSU.

² The weighted average of the mid point of the salary ranges.

³ 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.).

⁴ Number of teachers who were new hires in the fiscal year.

⁵ PRAXIS II program completer cohorts are based on the degree year (DY) of August, December, January, and May. FY 2007 pass rate data = DY 2006, FY 2006 pass rate data = DY 2005, FY 2005 pass rate = DY 2004, and FY 2004 pass rate = DY 2003.

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

⁷ Cumulative number of program accreditations at the University.

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