

# UNIVERSITY SYSTEM OF MARYLAND

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

*2009 Submission June 26, 2009 MHEC*

### **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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Output:</b> Number of initiatives located at FSU <sup>1</sup>	5	6	8	9	NA <sup>13</sup>	NA <sup>13</sup>

**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 Actual	2011 Survey Estimate
<b>Outcome:</b> Median salary of graduates (\$000's) <sup>2,3</sup>	\$25.5	\$27.5	\$30.8	\$32.5	\$32.5	NA <sup>13</sup>

**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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Outcome:</b> Percent of replacement cost expended in facility renewal <sup>8</sup>	.7%	1.2 %	2.8%	.9% <sup>12</sup>	1.2% <sup>12</sup>	1.5%
<b>Outcome:</b> Rate of operating budget reallocation	4%	2%	3%	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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Input:</b> Number of undergraduates enrolled in IT programs	331	351	331	369	NA <sup>13</sup>	NA <sup>13</sup>
<b>Output:</b> Number of graduates in IT programs (annually)	42	50	25	Sept 26	NA <sup>13</sup>	NA <sup>13</sup>
Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Actual	2011 Survey Estimate
<b>Outcome:</b> Percent of IT graduates employed in Maryland <sup>3</sup>	67%	75%	74%	75%	76%	NA <sup>13</sup>

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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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Input:</b> Number of undergraduates and MAT post-bach. in teacher education	670	573	581	580	588	603
<b>Output:</b> Number of undergraduates and MAT post-bach. completing teacher training	174	154	175	Sept 26	176	182
<b>Outcome:</b> Number of grads teaching in Maryland schools <sup>4</sup>	102	114	88 <sup>11</sup>	Sept 26	102	112
<b>Quality:</b> Pass rates for undergraduates and MAT post-bach. on PRAXIS II <sup>5</sup>	99%	99%	97%	94%	97%	97%

**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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Input:</b> Headcount enrollment (Fall Total in FY)	5,041	4,910	4,993	5,215	5219	5267
<b>Output:</b> Number of graduates with a Bachelor's degree	849	796	790	Sept 26	750	760
Performance Measure	1998 Survey Actual	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Actual	2011 Survey Estimate
<b>Outcome:</b> Number of graduates working in Maryland <sup>3</sup>	510	584	552	600	606	NA <sup>13</sup>
<b>Outcome:</b> Percent of graduates employed one year out <sup>3</sup>	95%	98%	97%	91%	94%	NA <sup>13</sup>

**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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Input:</b> Number of annual off campus course enrollments <sup>6</sup>	2,617	2,748	3,141	3,487	3,500	3,527

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

Performance Measure	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Output:</b> Retention Rate all students	75.3%	75.5%	72.4%	78.0%	79.3%	79.7%

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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>2006 Actual</b>	<b>2007 Actual</b>	<b>2008 Actual</b>	<b>2009 Actual</b>	<b>2010 Estimated</b>	<b>2011 Estimated</b>
<b>Output:</b> Graduation Rate all students	56.0%	55.1%	59.1%	57.3%	59.4%	61.7%

**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>2006 Actual</b>	<b>2007 Actual</b>	<b>2008 Actual</b>	<b>2009 Actual</b>	<b>2010 Estimated</b>	<b>2011 Estimated</b>
<b>Input:</b> Percent of economically disadvantaged students	46.4%	48.2%	47.8%	50.0%	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>2006 Actual</b>	<b>2007 Actual</b>	<b>2008 Actual</b>	<b>2009 Actual</b>	<b>2010 Estimated</b>	<b>2011 Estimated</b>
<b>Output:</b> Faculty Diversity FT:						
Women	37.8%	38.3%	37.3%	38.8%	38.9%	38.9%
African American	3.9%	4.2%	4.3%	3.7%	4.0%	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>2006 Actual</b>	<b>2007 Actual</b>	<b>2008 Actual</b>	<b>2009 Actual</b>	<b>2010 Estimated</b>	<b>2011 Estimated</b>
<b>Input:</b> Percent African American (Fall Undergraduate in FY)	14.8%	16.6%	19.6%	21.9%	21.9%	21.9%

**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>2006 Actual</b>	<b>2007 Actual</b>	<b>2008 Actual</b>	<b>2009 Actual</b>	<b>2010 Estimated</b>	<b>2011 Estimated</b>
<b>Input:</b> Percent Minority (Fall Undergraduate in FY) <sup>10</sup>	18.9%	20.6%	23.7%	26.1%	26.1%	26.1%

**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>2006 Actual</b>	<b>2007 Actual</b>	<b>2008 Actual</b>	<b>2009 Actual</b>	<b>2010 Estimated</b>	<b>2011 Estimated</b>
<b>Output:</b> Retention Rate African American	77.4%	80.6%	77.7%	81.7%	82.4%	83.0%

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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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Output:</b> Retention Rate Minority	76.8%	78.1%	75.0%	79.0%	80.2%	81.2%

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

Performance Measure	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Output:</b> Graduation Rate African American	54.8%	53.9%	49.1%	51.5%	51.9%	52.3%

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

Performance Measure	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Output:</b> Graduation Rate Minority	50.0%	52.0%	54.3%	51.7%	51.9%	52.1%

**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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Quality:</b> Achievement of professional accreditation by program <sup>7</sup>	7	7	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 Actual	2011 Survey Estimate
<b>Outcome:</b> Satisfaction with education for work <sup>3</sup>	90%	97%	89%	91%	89%	NA <sup>13</sup>

**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 Actual	2011 Survey Estimate
<b>Outcome:</b> Satisfaction with education for grad/prof. school <sup>3</sup>	88%	98%	97%	99%	95%	NA <sup>13</sup>

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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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Quality:</b> Course Units Taught by FTE Core Faculty	7.8	7.7	7.8	Sept 26	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 \$15 million cumulative for the length of the campaign (beginning in FY 2005).

Performance Measure	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Output:</b> Funds raised in annual giving (\$M)	\$1.20	\$2.60 <sup>9</sup>	\$1.60	Sept 26	\$2.10	\$2.10

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

Performance Measure	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Outcome:</b> Days of public service per FTE faculty	9.6	9.9	10.2	Sept 26	10.0	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	2006 Actual	2007 Actual	2008 Actual	2009 Actual	2010 Estimated	2011 Estimated
<b>Outcome:</b> Number of students involved in community outreach	3,135	3,233	3,045	3,538	3,600	3,650

Note:

- <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, 2005, and 2008 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 2009 pass rate data = DY 2008, FY 2008 pass rate data = DY 2007, FY 2007 pass rate = DY 2006, and FY 2006 pass rate = DY 2005.
- <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 submission adjustment and is based upon updated information supplied by the USM office.
- <sup>9</sup> Reflects post September submission adjustment and is based upon updated information supplied by FSU's office of University Advancement.
- <sup>10</sup> The following information is provided in response to the 2008 request of the Joint Chairs for additional information on undergraduate minority student enrollment. Frostburg State University's undergraduate minority student enrollment, broken down by minority group for the four most recent fiscal years,

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was as follows: African American 14.8% in FY 06, 16.6% in FY 07, 19.6% in FY 08, and 21.9% in FY 09; Hispanic 2.1% in FY 06, 2.0% in FY 07, 2.1% in FY 08, and 2.1% in FY 09; Asian 1.6% in FY 06, 1.7% in FY 07, 1.6% in FY 08, and 1.8% in FY 09; and Native American .4% in FY 06, .4% in FY 07, .4% in FY 08, and .3% in FY 09.

<sup>11</sup> MSDE acknowledges that the data are "at best an approximation" and "almost certainly under report the number of program completers hired by Maryland school systems."

<sup>12</sup> FY 2009 and 2010 is Budgeted Only.

<sup>13</sup> The next five-year accountability cycle for the MFR/MHEC Performance Accountability Report is scheduled to go into effect in FY 10 (the current cycle concludes with the FY 09 report). Current objectives and measures will be evaluated and new measures and targets developed beginning with the FY 10 report (FY 12 Budget Request). This measure is expected to be revised substantially or combined with another measure, so projections beyond the current report period (FY 09) are not available.