

UNIVERSITY SYSTEM OF MARYLAND

RB26.00 FROSTBURG STATE UNIVERSITY

2010 Submission September 24, 2010

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, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1: Address Statewide and regional workforce needs by preparing a changing student population for an era of complexity and globalization.

Objective 1.1: Increase the number of STEM program graduates from 60 in 2009 to 70 in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Input: Number of undergraduates enrolled in STEM programs	416	420	589	620	644	647
Output: Number of graduates in STEM programs (annually)	83	82	60	62	61	65

Objective 1.2: Increase the number of teacher education graduates from 161 in 2009 to 185 in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Input: Number of undergraduates and MAT post-bach. in teacher education	573	581	580	627	573	595
Output: Number of undergraduates and MAT post-bach. completing teacher training	154	175	161	170	174	179
Quality: Pass rates for undergraduates and MAT post-bach. on PRAXIS II ³	99%	97%	94%	97%	97%	97%

Objective 1.3: Increase the number of baccalaureate-level nursing graduates from 0 in 2009 to 10 in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Input: Number of undergraduates enrolled in the Nursing (R.N. to B.S.N.) program	0	0	5	9	17	20
Output: Number of graduates in the Nursing (R.N. to B.S.N.) program (annually)	0	0	0	0	3	4
Output: Number of Nursing (R.N. to B.S.N.) program graduates employed in Maryland	NA	NA	NA	NA	2	2

Objective 1.4: Maintain the number of students enrolled in courses delivered off campus through 2014 at a level equal to or greater than 2009.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Input: Number of annual off campus course enrollments ⁴	2,748	3,141	3,487	3,858	3,900	3,950

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Goal 2: Promote an institutional image of academic distinction and ensure stable institutional enrollment through admission of students prepared to succeed in college and persist to graduation.

Objective 2.1: Increase the second-year retention rate of FSU undergraduates from 74 % in 2009 to 76 % in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Output: Retention Rate all students	72.0%	67.0%	74.0%	72.0%	73.0%	74.0%

Objective 2.2: Increase a six-year graduation rate of FSU undergraduates from 57.3% in 2009 to 61.7% in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Output: Graduation Rate all students	55.1%	59.1%	57.3%	60.5%	60.8%	61.0%

Objective 2.3: By 2014, maintain the percentage of African-American undergraduates at a level equal to or greater than the 2009 level of 21.9%.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Input: Percent African American (Fall Undergraduate in FY)	16.6%	19.6%	21.9%	23.7%	23.2%	23.2%

Objective 2.4: By 2014, sustain the percentage of minority undergraduates at a level equal to or greater than the 2009 level of 26.1%.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Input: Percent Minority (Fall Undergraduate in FY) ¹⁰	20.6%	23.7%	26.1%	28.3%	28.9%	28.9%

Objective 2.5: Maintain the second-year retention rate of African-American students at a level equal to or greater than the 2009 level of 78%.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Output: Retention Rate African American	76.0%	74.0%	78.0%	72.0%	74.0%	75.0%

Objective 2.6: Attain and preserve a six-year graduation rate of African-American students at 54% through 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Output: Graduation Rate African American	53.9%	49.1%	51.5%	53.9%	54.0%	54.0%

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Objective 2.7: Increase the second-year retention rate of minority students from 75% in 2009 to 76% in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Output: Retention Rate Minority	73.0%	71.0%	75.0%	72.0%	73%	74%

Objective 2.8: Realize and maintain a six-year graduation rate for minority students of 52% through 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Output: Graduation Rate Minority	52.0%	54.3%	51.7%	55.3%	52.0%	52.0%

Objective 2.9: Maintain the approximate percentage of economically disadvantaged students at 50% through 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Input: Percent of economically disadvantaged students	48.2%	47.8%	50.0%	54.0%	50.0%	50.0%

Goal 3: Recruit and retain diverse and talented faculty and staff committed to student learning and University goals.

Objective 3.1: Attain greater faculty diversity: women from 38.8% in 2009 to 40.0% in 2014; African-Americans from 3.7% in 2009 to 4.5% in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Output: Faculty Diversity:						
Women	38.3%	37.3%	38.8%	38.8%	38.9%	39.0%
African American	4.2%	4.3%	3.7%	3.7%	3.9%	4.0%

Objective 3.2: Increase the number of programs awarded professional accreditation (e.g., NCATE and AACSB) from 7 in 2009 to 9 in 2014.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Quality: Achievement of professional accreditation by program ⁵	7	7	7	7	8	8

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Objective 3.3: By the 2014 survey year, maintain or surpass the satisfaction of graduates with education received for work at the 2008 level of 89%.

Performance Measure	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Actual	2011 Survey Estimated	2014 Survey Estimated
Outcome: Satisfaction with education for work ⁶	97%	89%	91%	89%	91%	91%

Objective 3.4: By the 2014 survey year, maintain or surpass the percentage of satisfaction with education for grad/prof school at the 2008 level of 95%.

Performance Measure	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Actual	2011 Survey Estimated	2014 Survey Estimated
Outcome: Satisfaction with education for grad/prof. school ⁶	98%	97%	99%	95%	97%	97%

Goal 4: Enhance facilities and the campus environment in order to support and reinforce student learning.

Objective 4.1: Maintain effective use of resources through 2014 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	2007 Actual	2008 Actual	2009 Actual	2010 Actual	2011 Estimated	2012 Estimated
Outcome: Percent of replacement cost expended in facility renewal ⁷	1.2%	2.8%	2.8%	3.1% ⁸	1.2% ⁸	2%
Outcome: Rate of operating budget reallocation	2%	3%	4%	3%	2%	2%

Goal 5: Promote economic development in Western Maryland and in the region.

Objective 5.1: Increase the percentage of graduates employed one year out from 94% in survey year 2008 to 97% in survey year 2014.

Performance Measure	2007 Actual	2008 Actual	2009 Actual	2010 Actual	2011 Estimated	2012 Estimated
Input: Headcount enrollment (Fall Total in FY)	4,910	4,993	5,215	5,385	5,470	5,494
Output: Number of graduates with a Bachelor's degree	796	790	752	761	770	782
Performance Measure	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Actual	2011 Survey Estimated	2014 Survey Estimated
Outcome: Number of graduates working in Maryland ⁶	584	552	600	606	614	617
Outcome: Percent of graduates employed one year out ⁶	98%	97%	91%	94%	94%	94%

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Objective 5.2: Prepare graduates to obtain higher initial median salaries from \$32.5K in 2008 to \$36.8K in 2014.

Performance Measure	2000 Survey Actual	2002 Survey Actual	2005 Survey Actual	2008 Survey Actual	2011 Survey Estimated	2014 Survey Estimated
Outcome: Median salary of graduates (\$000's) ^{6,9}	\$27.5	\$30.8	\$32.5	\$32.5	\$35.5	\$35.5

Objective 5.3: Increase the number of economic development initiatives from 9 in 2009 to 10 in 2014.

Performance Measure	2007 Actual	2008 Actual	2009 Actual	2010 Actual	2011 Estimated	2012 Estimated
Output: Number of initiatives ¹⁰	6	8	9	8	9	9

Goal 6: Promote activities that demonstrate the University's educational distinction.

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	2007 Actual	2008 Actual	2009 Actual	2010 Actual	2011 Estimated	2012 Estimated
Output: Funds raised in annual giving (\$M)	\$2.61	\$1.60	\$2.8	\$3.3	\$2.5	\$2.5

Objective 6.2: Increase student's involvement in community outreach to 4,000 in 2014 from 3,538 in 2009.

Performance Measure	2007 Actual	2008 Actual	2009 Actual	2010 Actual	2011 Estimated	2012 Estimated
Outcome: Number of students involved in community outreach	3,233	3,045	3,538	3,737	3,780	3,850

Objective 6.3: Increase the number of faculty awards from 33 in 2009 to 50 in 2014.

Performance Measure	2007 Actual	2008 Actual	2009 Actual	2010 Actual	2011 Estimated	2012 Estimated
Outcome: Numbers of faculty awards	35	29	33	41	42	46

Objective 6.4: Sustain the Regents' goal of 7 to 8 course units taught by FTE Core Faculty through 2014.

Performance Measure	2007 Actual	2008 Actual	2009 Actual	2010 Actual	2011 Estimated	2012 Estimated
Quality: Course Units Taught by FTE Core Faculty	7.7	7.8	7.5	7.5	7.5	7.5

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Objective 6.5: By 2014, increase days spent in public service per FTE Faculty to 11 from 10.5 in 2009.

Performance Measure	2007	2008	2009	2010	2011	2012
	Actual	Actual	Actual	Actual	Estimated	Estimated
Outcome: Days of public service per FTE faculty	9.9	10.2	10.5	10.4	10.5	10.6

Note:

- ¹ 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."
- ² Number of teachers who were new hires in the fiscal year.
- ³ PRAXIS II program completer cohorts are based on the degree year (DY) of August, December, January, and May. FY 2010 pass rate data = DY 2009, FY 2009 pass rate data = DY 2008, FY 2008 pass rate = DY 2007, and FY 2007 pass rate = DY 2006.
- ⁴ Off campus duplicative course enrollments for FY (summer, fall, and spring).
- ⁵ Cumulative number of program accreditations at the University.
- ⁶ Column headings used for this measure reflect the survey years in which the data were gathered. Data contained in the 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 2000 survey was of 1999 graduates, etc.).
- ⁷ Reflects post September submission adjustment and is based upon updated information supplied by the USM office.
- ⁸ FY 2010 and 2011 is Budgeted Only.
- ⁹ The weighted average of the mid point of the salary ranges.
- ¹⁰ Cumulative number of initiatives attracted to FSU.
- ¹¹ 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, was as follows: African American 16.6% in FY 07, 19.6% in FY 08, and 21.9% in FY 09, 23.7% in FY 10; Hispanic 2.0% in FY 07, 2.1% in FY 08, and 2.1% in FY 09, 2.59 % in FY 10; Asian 1.7% in FY 07, 1.6% in FY 08, and 1.8% in FY 09, 1.62% in FY 10; and Native American .4% in FY 07, .4% in FY 08, and .3% in FY 09, .38% in FY 10.