

MFR SUBMISSION FOR FISCAL YEAR:

IDENTIFIERS		Code	MFR Data Performance Measure	Program Code						
Goal Number	Objective Number			2014 Act.	2015 Act.	2016 Act.	2017 Act.	2018 Act.	2019 Est.	2020 Est.
		M101	Number of undergraduates enrolled in STEM programs	858	913	949	925	804	810	820 FY
		M102	Number of graduates of STEM programs (annually)	150	140	128	150	169	170	175 FY
		M103	Number of undergraduates and Master of Arts (MAT) post-bachelor's enrolled in	482	423	414	322	274	290	310 FY
		M104	Number of undergraduates and MAT post-bachelor's completing teacher training	129	126	113	95	96	100	105 FY
		M105	Pass rates for undergraduates and MAT post-bachelor's on Praxis II exam	96%	97%	98%	96%	98%	98%	99% FY
		M106	Number of undergraduates enrolled in Nursing (RN to BSN) program	224	375	457	445	468	470	465 FY
		M107	Number of graduates of the Nursing (RN to BSN) program	51	97	139	155	147	150	155 FY
		M108	Number of Nursing (RN to BSN) program graduates employed in Maryland	25	76	97	124	127	129	128 FY
		M109	Number of annual off-campus course enrollments	6,769	7,830	8,268	8,419	8,562	8,570	8,575 FY
		M201	Second-year retention rate at FSU all students	77.0%	74.8%	76.8%	76.7%	73.7%	75.0%	76.0% FY
		M202	Six-year graduation rate from FSU (or another public university in Maryland) for z	56.0%	55.6%	61.7%	55.2%	57.3%	58.0%	59.0% FY
		M203	Percent African-American (Fall undergraduate in fiscal year)	27.0%	29.0%	30.8%	31.4%	31.4%	32.0%	33.0% FY
		M204	Percent minority (Fall undergraduate in fiscal year)	36.5%	39.7%	42.0%	43.8%	43.7%	44.0%	45.0% FY
		M205	Second year retention rate at FSU for African-American students	80.0%	79.4%	83.2%	78.2%	71.3%	72.0%	73.0% FY
		M206	Six-year graduation rate from FSU (or another public university in Maryland) for t	53.0%	50.3%	62.0%	48.8%	59.2%	60.0%	61.0% FY
		M207	Second-year retention rate at FSU for minority students	78.0%	77.8%	82.3%	76.8%	69.4%	70.0%	71.0% FY
		M208	Six-year graduation rate from FSU (or another public university in Maryland)for n	52.6%	50.1%	61.9%	51.3%	56.2%	57.0%	58.0% FY
		M209	Percent of economically disadvantaged students	61.0%	60.0%	60.7%	61.6%	61.9%	62.0%	62.0% FY
		M301	Faculty diversity: Women (full-time faculty)	40.0%	41.0%	41.1%	42.1%	43.8%	44.0%	44.5% FY
		M302	African-American (full-time faculty)	3.6%	4.3%	4.8%	3.9%	4.0%	4.3%	4.5% FY
		M303	Achievement of professional accreditation by program	9	9	9	10	10	10	10 FY
		M304	Satisfaction with education for work (triennial survey)	92%	N/A	N/A	91%	N/A	N/A	92% FY
		M305	Satisfaction with education for graduate or professional school (triennial survey)	100%	N/A	N/A	100%	N/A	N/A	100% FY
		M401	Percent of replacement cost expended in facility renewal	0.6%	0.5%	1.2%	1.6%	2.3%	2.1%	2.1% FY
		M402	Rate of operating budget reallocation	2%	10%	3%	3%	TBD	TBD	TBD FY
		M501	Headcount enrollment (Fall total in fiscal year)	5,474	5,645	5,756	5,676	5,396	5,451	5,551 FY
		M502	Number of graduates with a bachelor's degree	1,011	1,028	963	1,061	1,026	1,030	1,035 FY
		M503	Number of graduates working in Maryland (triennial survey)	669	N/A	N/A	467	N/A	N/A	500 FY
		M504	Percent of graduates employed one year out (triennial survey)	80%	N/A	N/A	96%	N/A	N/A	97% FY
		M505	Median salary of graduates (triennial survey)	\$35,700	N/A	N/A	\$41,241	N/A	N/A	\$42,500 FY
		M506	Number of initiatives	10	11	11	10	8	10	10 FY
		M601	Funds raised in annual giving (\$ millions)	\$2.4	\$2.2	\$2.1	\$3.1	\$3.2	\$3.2	\$3.5 FY
		M602	Number of students involved in community outreach	4,121	4,260	4,566	4,610	3,801	4,000	4,200 FY
		M603	Number faculty awards	20	14	17	14	19	20	20 FY
		M604	Course units taught by FTE core faculty	7.1	7.5	7.3	7.3	7.3	7.6	7.6 FY
		M605	Days of public service per FTE faculty	11.6	11.0	9.6	9.0	8.1	10.0	11.0 FY

PERFORMANCE DISCUSSION		STRATEGIES	DATA DEVELOPMENT				
Endnotes / Comments	Use this column to discuss performance on per measure basis.	Use this column to include strategies for measures reported in the State Plan.	Type (input, output, outcome, quality, efficiency)	Description and Definitions of Terms	Data Source/Provider of Data	Document or Database Source	Contact Information
	See the separately submitted narrative assessment/performance discussion			Number of und	EIS	EIS	
	See the separately submitted narrative assessment/performance discussion			Number of bac	DIS	DIS	
	See the separately submitted narrative assessment/performance discussion			The number of undergraduate		Title II	
	See the separately submitted narrative assessment/performance discussion			Number of und	Title II	Institutional	
PRAXIS II program completer cohorts are based on the	See the separately submitted narrative assessment/performance discussion			Pass Rate for I	ETS	ETS	
	See the separately submitted narrative assessment/performance discussion			The number of	EIS	EIS	
	See the separately submitted narrative assessment/performance discussion			Number of grad	DIS	DIS	
	See the separately submitted narrative assessment/performance discussion	Number of graduates of the Nursing (RN to BSN) program		ng Department		Nursing Department	
Off campus duplicative course enrollments for FY (sum)	See the separately submitted narrative assessment/performance discussion			#####	Institutional Off	Student Information System	
Second-year retention rates are based upon the percent	See the separately submitted narrative assessment/performance discussion			The percentage of first-time, full-time degree-seeking undergraduates w			
	See the separately submitted narrative assessment/performance discussion			Six year graduati	MHEC:EIS, DISM	MHEC:EIS, DISM	
	See the separately submitted narrative assessment/performance discussion			Minority: African-	EIS	EIS	
using old method for comparison purposes	See the separately submitted narrative assessment/performance discussion			The percentage of first-time, full-time degree-seeking undergraduates w			
	See the separately submitted narrative assessment/performance discussion			Graduation rate i	MHEC: EIS/DIS	MHEC: EIS/DIS	
using old method for comparison purposes	See the separately submitted narrative assessment/performance discussion			Second year rete	MHEC: EIS/DIS	MHEC: EIS/DIS	
	See the separately submitted narrative assessment/performance discussion			Graduation rate i	MHEC: EIS/DIS	MHEC: EIS/DIS	
	See the separately submitted narrative assessment/performance discussion			Number of degree	Common Data Set	Common Data Set	
	See the separately submitted narrative assessment/performance discussion			Faculty Diversi	Institution EDS	Institution EDS	
	See the separately submitted narrative assessment/performance discussion			Faculty Diversi	Institution EDS	Institution EDS	
Cumulative number of program accreditations at the Un	See the separately submitted narrative assessment/performance discussion			Faculty achievem	Institution	Institution	
Triennial measure	See the separately submitted narrative assessment/performance discussion			Student satisfaction with educa	MHEC Alumni Survey		
Triennial measure	See the separately submitted narrative assessment/performance discussion			Student satisfaction with educa	MHEC Alumni Survey		
	See the separately submitted narrative assessment/performance discussion			% of replacem	USM Office of	USM Office of Capital Budget	
FY 2018 actual and 2019/2020 estimates unavailable	See the separately submitted narrative assessment/performance discussion			Rate of operating	Efficiency Efforts	Efficiency Efforts of the USM	
	See the separately submitted narrative assessment/performance discussion			Headcount enroll	EIS	EIS	
Triennial measure	See the separately submitted narrative assessment/performance discussion			Total bachelor	DIS	DIS	
Triennial measure	See the separately submitted narrative assessment/performance discussion			Number of grad	MHEC Follow Up	MHEC Follow Up Graduate Survey	
Triennial measure	See the separately submitted narrative assessment/performance discussion			Percent of Gradu	MHEC Follow Up	MHEC Follow Up Graduate Survey	
Triennial measure	See the separately submitted narrative assessment/performance discussion			Median salary of	MHEC Follow Up	MHEC Follow Up Graduate Survey	
Cumulative number of initiatives attracted to FSU.	See the separately submitted narrative assessment/performance discussion			Number of initiati	Institutional	Institutional	
	See the separately submitted narrative assessment/performance discussion			Funds raised in a UMF/VSE Report	UMF/VSE Report		
Number of students involved in community outreach is	See the separately submitted narrative assessment/performance discussion			Number of studen	Volunteerism & N	Volunteerism & National Service Ar	
	See the separately submitted narrative assessment/performance discussion			Faculty achievem	Institutional	Institutional	
	See the separately submitted narrative assessment/performance discussion			Course Units Tau	USM Faculty Wor	USM Faculty Workload Report.	
	See the separately submitted narrative assessment/performance discussion			Days of public se	USM Faculty Wor	USM Faculty Workload Report.	

DEFINITIONS AND CONTROL PROCEDURES

Method of data collection	Frequency of data collection	Report Timeframe	Calculation method(s) or formula(s)	Data Accuracy and Reliability	Qualifications, limitations, or areas needing improvement	Benchmarks (if applicable)
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#####	Every Fall	FY 14: Fall 13FY	STEM enrollment data are collected	Expansion of inputs to include health sciences and nursing		
SIS	Academic Year	FY 14: Fall 13FY	STEM undergraduates that received the award of a degree during the degree year of 2016-17. The programs are consistent with those defined in number 1 and adhere to the Degree Data procedures listed below in number 13. Use definition			
Title II	Every Fall	FY 14: Fall 13FY	Teacher education enrollment data are collected at fall census based on the student data procedures detailed below in number 4 . Students select the teacher education major on their admissions application or thro			
Title II	Academic Year	FY 14: Sum 13 +	Teacher education undergraduates and graduates who received the award of a degree during the degree year of 2016-17. The programs are consistent with those defined in number 2 and adhere to the Degree Data procedures listed below			
ETS	Annual	FY 14: Summer 12+Fall 12+Spring 13 FY 15: Summer 13+Fall 13+Spring 14 FY 16: Summer 14+Fall 14+Spring 15 FY 17: Summer 15+Fall 15+Spring 16 FY 18: Summer 16+Fall 16+Spring 17 FY 19: Summer 17+Fall 17+Spring 18 FY20: Summer 19+Fall 1				
RN – BSN Nursi	Every Fall	FY 14: Fall 13FY	RN – BSN Nursing enrollment data are collected at fall census based on the student data procedures detailed below in number 4. FSU tracks RN to BSN Nursing majors through the Semester Enrolled Population Research File (M403/P409).			
RN – BSN Nursi	Fiscal Year bas	Fiscal Year	RN to BSN Nursing undergraduates that received the award of a degree during the degree year of 2016-17.			
Self Report	Annual	Annual	Reported by department.			
SIS	Academic Year	Academic Year	AIR uses data extracted from the FSU's student administration system - PeopleSoft Administrative Workflow System (PAWS) on the official semester census day to create a Course File which is then used for subsequent course inquiries. Dis			

ho re-enrolled at Frostburg State University. Minority: Retention rate of all first-time, full-time undergraduates and not just first-time, full-time freshmen are included. Retention rate is the percentage of first-time, full-time undergraduates who re-enrolled at Frostburg State University one year after r
MHEC:EIS, DISI First time cohort FY 14: cohort of ; Data for fiscal year actuals are taken from an annual report prepared each spring by the Maryland Higher Education Commission for the public four- year institutions in Maryland showing the second-year retention rate for all students, second-
EIS Fiscal Year FY 14: Fall 13FY Minority undergraduate enrollment data is selected from the student data defined in number 4 above. Minority undergraduate enrollment definitions are established by USM, MHEC, and the U.S. Department of Education's Integrated Postsec

ho re-enrolled at Frostburg State University.

Data for fiscal year actuals are taken from an annual report prepared each spring by the Maryland Higher Education Commission for the public four- year institutions in Maryland showing the second-year retention rate for all students, second-year retention rate fc
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Data for fiscal year actuals are taken from an annual report prepared each spring by the Maryland Higher Education Commission for the public four- year institutions in Maryland showing the second-year retention rate for all students, second-year retention rate fc
Common Data S Fiscal Year FY 15: Fall 14FY Financial need is defined as: financial need (from line H2c of the Common Data Set 2015-2016) divided by the total number of degree-seeking undergraduates. (Line H2a). Undergraduate students included are the number of degree-seeking

SIS EDS	Annual	FY 14: Fall 13FY 15: Fall 14FY 16: Fall 15FY 17: Fall 16FY 18: Fall 17FY 19: Fall 18(est.)FY 20: Fall 19(est.)	
SIS EDS	Annual	FY 14: Fall 13FY 15: Fall 14FY 16: Fall 15FY 17: Fall 16FY 18: Fall 17FY 19: Fall 18(est.)FY 20: Fall 19(est.)	
Definitions from I	Annual	Annual	Awards, honors, and distinctions – any awards, stemming from a wide variety of areas, granted by something or someone external
MHEC Alumni Survey		Every three years	The percentage of bachelor's degree recipients employed full-time within one year of graduation and who rated their education as excellent, good, or adequate (fair) preparation for their job.
MHEC Alumni Survey		Every three years	The percentage of bachelor's degree recipients who rated their preparation for advanced education as excellent, good or adequate (fair).
#####	Fiscal Year	Fiscal Year	Data are taken by AIR directly from the USMO's spreadsheet labeled "University System of Maryland Managing for Results Additional Information." The value definitions are Operating Facilities Renewal = amount EXPENDED in Object 14 (st
Efficiency includ	Fiscal Year	Fiscal Year	Fiscal and Business Affairs Section VIII-10.10

Student Data: Every Fall FY 14: Fall 13FY 15: Fall 14FY 16: Fall 15FY 17: Fall 16FY 18: Fall 17FY 19: Fall 18(est.) FY 20: Fall 19 (est.)
The number of s Fiscal Year Fiscal Year Degree Data: The degree data is reported each July to USM, MHEC, and each spring the U.S. Department of Education (ED) using definitions established by the ED. The M416 Degree File is produced at the end of each fiscal year (FY file c
Alumni Survey Every three year Every three years The percentage of bachelor's degree recipients from who held full- or part-time jobs in Maryland within one year of graduation as derived from the follow up survey of graduates
Alumni Survey Every three years Every three years The percentage of bachelor's degree recipients from who held full- or part-time jobs within one year of graduation as derived from the follow up survey of graduates
Alumni Survey Every three years 2014 Actual-201; Data are taken from the Alumni Follow-up Survey, sponsored by MHEC, and reported to both MHEC and the USM. Because alumni data are reported in ranges, the SAS univariate procedure was used. The univariate performs parametric an
Work with state a Annual Annual Self-Reported

UMF/VSE Report Fiscal Year Fiscal Year Campaign cumulative total as of the end of each FY.
Institutional Annual Annual The University's Center for Volunteerism and National Service provides opportunities for Frostburg students and faculty to engage in effective and needed community service, volunteerism, service-learning, and national service activities in w
News and Media Annual Annual Awards, honors, and distinctions – any awards, stemming from a wide variety of areas, granted by something or someone external.
Non-Instructiona Annual Annual The total number of course units taught on load by each type of core faculty. All graded instructional activity and advising should be converted to 3-credit equivalent units.
Non-Instructiona Annual Annual Days spent in public service with public school systems, government agencies, non-profit organizations, and businesses. FTE faculty. The number of headcount faculty adjusted to reflect their assignment to the department. For example, fac

of STEM program: see number 1.

ugh the change of major process. The Office of Assessment and Institutional Research (AIR) verifies enrollment in the secondary teacher education program by reviewing students' course enrollment pattern. All secondary education majors have completed at least c
in number 13. Students select the teacher education major on their admissions application or through the change of major process. The Office of Assessment and Institutional Research verifies enrollment in the secondary teacher education program by reviewing students' course enrollment patte
9+Spring 20(est.))

stance education and off campus enrollment is calculated by counting all enrollment generated by a course in the summer, fall, and spring semesters. Included is the number of enrollments in courses offered off campus and/or through the Internet, IVN, etc. This is not an unduplicated count, but i

matriculation.))

-year retention rate for minority students, second-year retention rate for African-American students, six-year graduation rate for all students, six-year graduation rate for all minority students, and six-year graduation rate for all African-American students. A report is prepared by MHEC and sent to th
ondary Education Data System (IPEDS). This data is collected on the admissions application.

or minority students, second-year retention rate for African-American students, six-year graduation rate for all students, six-year graduation rate for all minority students, and six-year graduation rate for all African-American students. A report is prepared by MHEC ;
or minority students, second-year retention rate for African-American students, six-year graduation rate for all students, six-year graduation rate for all minority students, and six-year graduation rate for all African-American students. A report is prepared by MHEC ;
or minority students, second-year retention rate for African-American students, six-year graduation rate for all students, six-year graduation rate for all minority students, and six-year graduation rate for all African-American students. A report is prepared by MHEC ;
full-time and less-than-full-time undergraduates who applied for and were awarded financial aid from any source. CDS definitions typically align with the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS). The population is reported as unit record submissi

late supported only - BOR book actual year) and Capital Facilities Renewal = amount included in the Academic Revenue Bonds for facilities renewal. Facilities renewal is the planned renovation, adaptation, replacement, or upgrade of the systems of a capital asset during its life span such that it n

contains degrees awarded for Aug, Dec, Jan, May) and is based on MHEC's DIS (M413). This file contains degree related academic data for each student graduating in the fiscal year. It facilitates research based on the same data as reported to MHEC. The collection satisfies the requirement for

d nonparametric analysis of a sample from a single population. The UNIVARIATE procedure produces descriptive statistics and exploratory data analysis.

estern Maryland. The Director is responsible for managing the reporting data. The Director tallies the total number of students involved in all events. This is not an unduplicated count, but the sum of the all students and events supporting the community outreach initiatives.

culty who held a joint appointment in another department or USM institution, and part-time tenured/tenure-track faculty, should be reported as a fraction based on their appointment to the reporting department. Also, if a faculty member is on sabbatical for a full year and is paid at half rate, then he/

one of the following: EDUC200 EDUC201 EDUC202 EDUC308 PHEC497 ELED303 EDUC410 EDUC409 ELED403 EDUC445 ELED495 SCED496 EDUC497 EDUC300 EDUC392 EDUC391 ELED307 ELED494 EDUC447 EDUC300.
Early Childhood and Elementary majors self select their program of study through the admission process. All secondary education majors have completed at least one of the following: EDUC200 EDUC201 EDUC202 EDUC308 PHEC497 ELED303 EDUC410 EDUC409 ELED403 EDUC4

the total sum of enrollments in all distance education and off campus courses. The course file is produced each fall, intersession, spring and summer semester on the SIS "census date". This file is used as input to produce course unit level file containing the total number of credit hours and cours

re USMO and each campus. MHEC defines the cohort as: (Retention and Graduation Rates at Maryland Public Four-Year Institutions, MHEC 2014). "...Figures for the entering class of 1996 and beyond include changes resulting from the development of the Federal Graduation Rate Survey (GR

and sent to the USMO and each campus. MHEC defines the cohort as:
and sent to the USMO and each campus. MHEC defines the cohort as:
and sent to the USMO and each campus. MHEC defines the cohort as:
on and is defined as any undergraduate student who submitted a FAFSA. This data entry is performed in the Office of Financial Aid and they are solely responsible for its accuracy. The data is reported through the Financial Aid Information System (FAIS) which provides information and will supp

needs assigned functions in a reliable manner. See USM Policies and Statements at SECTION VIII:

a "degree" file extract to be made at the time data is extracted for reporting to MHEC. The detailed student information is data entered by The Office of Admissions, Office of Graduate Services, the Office of the Registrar, academic departments, and other access points. This file contains one rec

'she should be counted as 0.50 FTEF. The expected load would be reduced by 50%. [# of Days spent in Public Service Line 36 / FTEF Line 2 = Days of public service per FTE faculty:]

445 ELED495 SCED496 EDUC497 EDUC300 EDUC392 EDUC391 ELED307 ELED494 EDUC447 EDUC300. In addition, the Office of Assessment and Institutional Research and the Office of Field Experiences in the College of Education collaborate in

ies taught by Faculty/Course, and instructional levels. This file contains student, course, and instructor information.

S).# Retention rate of all first-time, full-time undergraduates and not just first-time, full-time freshmen are included.# Retention rate is the percentage of first-time, full-time undergraduates who

ort analysis describing financial aid recipients and the amount of aid they receive during each academic year. A student is to be reported through this unit record system if he/she receives financial aid.

ord for each student receiving a degree during the academic year (July 1 through June 30) specified. Because it contains the same data as is on the MHEC DIS Standard File, plus other census data as