

Salisbury University

September, 2001

OPERATIONAL DEFINITIONS FOR MFR/ACCOUNTABILITY MEASURES/INDICATORS					
Measure #	Special Timeframe Issues	SU Template Objective	Indicator/Measure	Source	Operational Definition
INPUTS					
1	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	4.1	Full-time, tenured/tenure-track faculty: percent women	From SU Fact Books; MHEC Employees in Institutions of Higher Education, Employee Data System file M1563YYXQ.dat: 13	The number of full-time tenured/tenure-track faculty who are women divided by the total number of full-time tenured/tenure-track faculty.
2	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	4.2	Full-time, executive/managerial staff: percent women	From SU Fact Books; MHEC Employees in Institutions of Higher Education, Employee Data System file M1563YYXQ.dat: 13	The number of women who are full-time and whose employment classification is executive/managerial (IPEDS Employment Classification Scheme) divided by the total number of full-time executive/managerial employees.
3	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	4.3	Full-time, tenured/tenure-track faculty: percent African-American	From SU Fact Books; MHEC Employees in Institutions of Higher Education, Employee Data System file M1563YYXQ.dat: 13	The number of African-American full-time tenured/tenure-track faculty divided by the total number of full-time tenured/tenure-track faculty.
4	FY 98: Fall 97 FY 99: Fall 98	4.4	Full-time, executive/managerial staff: percent African-American	From SU Fact Books; MHEC	The number of African-Americans who are full-time and whose employment

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	FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)			Employees in Institutions of Higher Education, Employee Data System file M1563YYXQ.dat: 13	classification is executive/managerial (IPEDS Employment Classification Scheme) divided by the total number of full-time executive/managerial employees.
5	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	4.6	Percentage of minority undergraduates	From SU Fact Books; source is Enrollment Summary Statistics, Job NMIS 350, Prog MISN400	The sum of all minority undergraduates, which includes the race/ethnicities of African-American, Hispanic, Asian-American, and Native American, divided by the total number of undergraduates, excluding foreign students and students of unknown ethnicity.
6	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	4.5	Percentage of African-American undergraduates	From SU Fact Books; source is Enrollment Summary Statistics, Job NMIS 350, Prog MISN400	Total African-American undergraduates divided by the total number of undergraduates excluding foreign students and students of unknown ethnicity.
7	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	3.6	% of economically disadvantaged students attending SU	Common Data Set (refer to US News and World Report, SU submissions)	Number of degree-seeking undergraduate students, both full- and part-time, who applied for financial aid and who were determined to have financial need (from line H2c of the Common Data Set) divided by the total number of degree-seeking undergraduates (line H2a).

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8	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	5.6	Faculty salary as a percentile of AAUP peers: Assistant Associate Professor	AAUP percentile data USM-provided	SU faculty salary percentiles by rank compared by rank to other 4-year public institutions in Masters I Carnegie classification.
9	FY 98: Fall 97 FY 99: Fall 98 FY 00: Fall 99 FY 01: Fall 00 FY 02: Fall 01 (est.)	5.7	Proportion of administrative staff salaries at or above the 60 th percentile of College and University Professional Association (CUPA) peers	SU Budget Office	The number of full-time administrative staff that earns at or above the 60 th percentile of comparable CUPA positions divided by the total number of full-time administrative staff.
OUTPUTS					
10	FY 00:cohort of 1998 FY 01:cohort of 1999 FY 02:cohort of 2000 FY 03:cohort of 2001 (est.)	6.1	Second year retention rate: all students	EIS, DIS USM/MHEC provided	The percentage of first-time, full-time degree-seeking undergraduates who re-enrolled at any Maryland public four-year institution one year after matriculation.
11	FY 00:cohort of 1998 FY 01:cohort of 1999 FY 02:cohort of 2000 FY 03:cohort of 2001 (est.)	6.2	Second year retention rate: African-American students	EIS, DIS USM/MHEC provided	The percentage of first-time, full-time degree-seeking African-American undergraduates who re-enrolled at any Maryland public four-year institution one year after matriculation.
12	FY 00:cohort of 1998 FY 01:cohort of 1999 FY 02:cohort of 2000 FY 03:cohort of 2001 (est.)	6.3	Second year retention rate: minority undergraduates	EIS, DIS USM/MHEC provided	The percentage of first-time, full-time degree-seeking minority undergraduates who re-enrolled at any Maryland public four-year institution one year after matriculation. Minority includes African-American, Hispanic, Asian- American, and Native American.
13	FY 00:cohort of 93	6.4	Six year graduation rate: all students	EIS, DIS	The percentage of all first-time, full-time

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	FY 01:cohort of 94 FY 02:cohort of 95 FY 03:cohort of 96 (est.)			USM/MHEC provided	degree-seeking undergraduates who graduated from any Maryland public four-year institution within six years of matriculation
14	FY 00:cohort of 93 FY 01:cohort of 94 FY 02:cohort of 95 FY 03:cohort of 96 (est.)	6.5	Six year graduation rate: African-American students	EIS, DIS USM/MHEC provided	The percentage of all African-American first-time, full-time degree-seeking undergraduates who graduated from any Maryland public four-year institution within six years of matriculation.
15	FY 00:cohort of 93 FY 01:cohort of 94 FY 02:cohort of 95 FY 03:cohort of 96 (est.)	6.6	Six year graduation rate: minority students	EIS, DIS USM/MHEC provided	The percentage of minority first-time, full-time degree-seeking undergraduates who graduated from any Maryland public four-year institution within six years of matriculation. Minority includes African-American, Hispanic, Asian American, and Native American.
16	Fiscal year basis	2.3	Number of students graduating from Information Technology (IT) baccalaureate programs	SU Fact Books with reference to Degree Information System, DRF files '01, '00, '99, '98	Undergraduate degree recipients whose degree in maj1, maj2, or maj3 was Information Systems Management (ISMN) or Computer Science (COSC). Also selected anyone who had a COSC track, COSC concentration, COSC minor, or ISMN minor. (Frequencies run in SPSS for '01.)
17	Fiscal year basis	2.4	Number of students graduating from Teacher Education programs	SU Fact Books with reference to Degree Information System, DRF files '01, '00, '99, '98	Undergraduate degree recipients whose degree in maj1, maj2, or maj3 was Elementary Education (ELED) or who graduated with a track in Secondary Education (SCED). (Frequencies run in SPSS for '01.)
18	Fiscal year basis	2.5	Number of students graduating from baccalaureate Nursing program	SU Fact Books with reference to Degree	Undergraduate degree recipients whose degree in maj1, maj2, or maj3 was Nursing (NURS). (Frequencies run in SPSS for '01).

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				Information System, DRF files '01, '00, '99, '98	
19	Fiscal year basis	2.6	Number of students graduating from all baccalaureate programs	SU Fact Books with reference to Degree Information System, DRF files '01, '00, '99, '98	Undergraduates who received a baccalaureate degree. This would include frequencies on variables 'degree' and 'degr2'. (Frequencies run in SPSS for '01.)
OUTCOMES					
20	Only one year available, 2001 survey of FY 2000 baccalaureate degree recipients	2.1	Employers' satisfaction with Salisbury University graduates	Schaefer Center Survey of Alumni/Employer satisfaction	Frequency on affirmative responses to question #4: "Based on your experience with SU graduates, would you hire graduates from SU again?"
21	Fiscal year basis	5.1	Funds raised through Campaign for Maryland	UMF	Campaign cumulative total as of the end of each FY.
22	Fiscal year basis	5.5	Annual giving	Council for Aid to Education (CFAE) reports; Program ID LBA361	Current outright gifts at face value, excluding deferred gifts and gifts of property, buildings, and/or equity.
23	Fiscal year basis	5.2	Private, State, and Federal dollar awards for grants and sponsored research	SU Office of Grants and Sponsored Research Annual Reports	Total value of private, State, and Federal dollar awards for grants and sponsored research.
24	Fiscal year basis	5.3	Annual operating budget savings	<i>Efficiency Efforts of the USM</i>	Detailed definition included in report. Efficiency includes specific actions resulting on cost savings; cost avoidance; strategic reallocation; and revenue enhancement. Total dollars saved through efficiency efforts

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Measure #	Special Timeframe Issues	SU Template Objective	Indicator/Measure	Source	Operational Definition
					(provided by USM) divided by state-supported budget.
25	Fiscal year basis	5.4	% of replacement cost expended in facility renewal and renovation	USM Office of Capital Budget USM-provided	Expenditures from operating and capital budgets on facility renewal and renovation as a percentage of the total replacement value.
26	FY 98: 96-97 graduates FY 99: 97-98 graduates FY 00: 98-99 graduates FY 01: 99-00 graduates	3.4	Employment rate of graduates	MHEC follow-up survey of recent graduates	The percentage of bachelor degree recipients who held full- or part-time jobs within one year of graduation.
27	FY 98: 96-97 graduates FY 99: 97-98 graduates FY 00: 98-99 graduates FY 01: 99-00 graduates	3.3	Estimated number of graduates employed in Maryland one year after graduation.	MHEC follow-up survey of recent graduates	The percentage of all bachelor degree recipients who held full- or part-time jobs in Maryland within one year of graduation of all bachelor's degree recipients working full- or part-time, multiplied by the total number of bachelor's degree recipients from the same year.
28	FY 98: 96-97 graduates FY 99: 97-98 graduates FY 00: 98-99 graduates FY 01: 99-00 graduates	3.2	Estimated number of Information Technology (IT) graduates employed in Maryland in an IT field	MHEC follow-up survey of recent graduates	The percentage of IT bachelor degree recipients (maj1, maj2, or maj3 = ISMN or COSC -or- track = COSC, concentration = COSC, or minor = COSC or ISMN) who responded to the survey, are working in MD, and are working in an IT field of all IT graduates responding to the survey, multiplied

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	graduates				by the total number of IT bachelor degree recipients.
29	FY 98: 96-97 graduates FY 99: 97-98 graduates FY 00: 98-99 graduates FY 01: 99-00 graduates	3.1	Estimated number of Teacher Education graduates employed in Maryland as teachers	MHEC follow-up survey of recent graduates	The percentage of ELED bachelor degree recipients (maj1, maj2, or maj3 = ELED -or-track = SCED) who responded to the survey, are working in MD, and are working as teachers, of all teacher education graduates responding to the survey, multiplied by the total number of teacher education bachelor degree recipients.
30	FY 98: 96-97 graduates FY 99: 97-98 graduates FY 00: 98-99 graduates FY 01: 99-00 graduates	3.5	Estimated number of Nursing graduates employed in Maryland as a health professional	MHEC follow-up survey of recent graduates	The percentage of NURS bachelor degree recipients (maj1, maj2, or maj3 = NURS) who responded to the survey, are working in MD, and are working as a health professional of all Nursing graduates responding to the survey, multiplied by the total number of Nursing bachelor degree recipients.
31	FY 98: 95-96 graduates FY 99: 96-97 graduates FY 00: 97-98 graduates FY 01: 98-99 graduates	2.2	Ratio of median salary of Salisbury University graduates one-year after graduation to the median salary of the U.S. civilian work force with bachelor's degree	SU salary data: MHEC follow-up survey of recent graduates US salary data: US Census Bureau/Bureau of Labor Statistics Current Population	Self-explanatory. Methodology: survey year matches CPS sample year. Salisbury University data are collected by the alumni survey question on annual salary and calculated using median of grouped data computation, divided by the median salary of US residents 25 years of age and older who have a bachelor's degree (from CPS Website).

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Measure #	Special Timeframe Issues	SU Template Objective	Indicator/Measure	Source	Operational Definition
				Survey (CPS)	
QUALITY					
32	Fiscal year basis	1.6	Lower division student credit hours taught by core faculty	Salisbury University's Faculty Workload Report to the USM	Lower division student credit hours taught by tenured/tenure-track faculty and department chairs divided by the total of all lower division student credit hours taught. Lower division = 100 and 200 level courses.
33	FY 00: 98-99 graduates FY 01: 99-00 graduates	1.5	Undergraduate satisfaction with educational quality	Salisbury University-specific question on MHEC follow-up survey of recent graduates	The percentage of respondents to the alumni survey who responded 'very satisfied', 'mostly satisfied', or 'more satisfied than dissatisfied'.
34	FY 98: 96-97 grads FY 99: 97-98 grads FY 00: 98-99 grads FY 01: 99-00 grads	1.3	Student satisfaction with education received for graduate or professional school	MHEC follow-up survey of recent graduates	The percentage of bachelor's degree recipients who enrolled in graduate or professional school within one year of graduation and who rated their preparation for advanced education as excellent, good or fair (adequate).
35	FY 98: 96-97 graduates FY 99: 97-98 graduates FY 00: 98-99 graduates FY 01: 99-00 graduates	1.4	Student satisfaction with education received for employment	MHEC follow-up survey of recent graduates	The percentage of bachelor's degree recipients employed full-time within one year of graduation and who rated their education as excellent, good, or fair (adequate) preparation for their job.
36	FY98: 96-97 grads FY99: 97-98 grads FY00: 98-99 grads FY01: 99-00 grads	1.1	Percent of nursing program graduates passing the NCLEX-RN licensing examination	Salisbury University Nursing Department	The number of undergraduate nursing bachelor degree recipients who passed the NCLEX-RN exam divided by the total number of Nursing bachelor degree recipients who took the exam.

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Measure #	Special Timeframe Issues	SU Template Objective	Indicator/Measure	Source	Operational Definition
37	FY 98: Test period 10/1/96 through 9/30/97 FY 99: Test period 10/1/97 through 9/30/98 FY 00: Test period 10/1/98 through 9/30/99 FY 01: Test period 10/1/99 through 9/30/00	1.2	Percent of undergraduate students who passed Praxis II or the National Teachers Exam (NTE), if applicable during the transition period.	Praxis II/NTE results from Educational Testing Service (ETS) through SU Education Department	The number of teacher education bachelor degree recipients who passed the Praxis II exam (or NTE if applicable), divided by the total number of teacher education bachelor degree recipients who took the Praxis II (or NTE).

Source abbreviations:

EIS - MHEC Enrollment Information System

DIS - MHEC Degree Information System

UMF - University of Maryland Foundation