

KEY GOALS AND OBJECTIVES

Goal 1. Provide a quality undergraduate and graduate academic and learning environment that promotes intellectual growth and success.

Objective 1.1 Increase the percentage of nursing graduates who pass on the first attempt the nursing licensure exam from 85% in 2004 to 90% in 2009.

		2004	2005	2006	2007	2008	2009
Performance Measures		Actual	Actual	Actual	Actual	Estimated	Estimated
Quality	Nursing (NCLEX) exam pass rate	85%	88%	73%	83%	86%	90%

Objective 1.2 Increase the percentage of teacher education graduates who pass the teacher licensure exam from 91% in 2004 to 97% in 2009.

		2004	2005	2006	2007	2008	2009
Performance Measures		Actual	Actual	Actual	Actual	Estimated	Estimated
Quality	Teaching (PRAXIS II) pass rate ¹	91%	96%	91%	92%	92%	94%

Objective 1.3 Through 2009, the percentage of SU graduates who are satisfied with their level of preparation for graduate or professional school will be no less than 98%.

		2004	2005	2006	2007	2008	2009
Performance Measures		Actual	Actual	Actual	Actual	Estimated	Estimated
		2004 Survey	2005 Survey	2006 Survey	2007 Survey	2008 Survey	2009 Survey
Quality	Satisfaction w/preparation for graduate school ²	100%	99%	99%	99%	99%	99%

Objective 1.4 Through 2009, the percentage of SU graduates who are satisfied with their level of preparation for employment will be no less than the 98% achieved in 2004.

		2004	2005	2006	2007	2008	2009
Performance Measures		Actual	Actual	Actual	Actual	Estimated	Estimated
		2004 Survey	2005 Survey	2006 Survey	2007 Survey	2008 Survey	2009 Survey
Quality	Satisfaction w/preparation for employment ²	98%	97%	99%	98%	99%	99%

Goal 2. Utilize strategic collaborations and targeted community outreach to benefit the University, Maryland, and the region.

Objective 2.1 The estimated number of Teacher Education graduates employed as teachers in Maryland will increase from 163 in FY 2005 to 185 in 2009.

	2004 MSDE Actual	2005 MSDE Actual	2006 MSDE Actual	2007 MSDE Actual	2008 Estimated	2009 Estimated
Performance Measures						
Estimated number of Teacher education graduates employed in MD as teachers ³						
Outcome	178	163	164	143	166	170

Objective 2.2 The estimated number of graduates employed in IT-related fields in Maryland will increase from 59 in 2004 to 70 in 2009.

	2004 Actual 2004 Survey	2005 Actual 2005 Survey	2006 Actual 2006 Survey	2007 Actual 2007 Survey	2008 Estimated 2008 Survey	2009 Estimated 2009 Survey
Performance Measures						
Estimated number of graduates employed in MD in an IT field ²						
Outcome	59	31	46	54	52	59

Objective 2.3 The estimated number of Nursing graduates employed as nurses in Maryland will increase from 44 in 2004 to 70 in 2009.

	2004 Actual 2004 Survey	2005 Actual 2005 Survey	2006 Actual 2006 Survey	2007 Actual 2007 Survey	2008 Estimated 2008 Survey	2009 Estimated 2009 Survey
Performance Measures						
Estimated number of Nursing graduates employed in MD as nurses ²						
Outcome	44	57	71	54	77	78

Objective 2.4 Through 2009, the percentage of graduates employed one-year after graduation will be no less than the 95% achieved in 2004.

	2004 Actual 2004 Survey	2005 Actual 2005 Survey	2006 Actual 2006 Survey	2007 Actual 2007 Survey	2008 Estimated 2008 Survey	2009 Estimated 2009 Survey
Performance Measures						
Percent employed one-year after graduation ²						
Outcome	95%	96%	93%	95%	95%	95%

Objective 2.5 Increase expenditures on facility renewal from .5% in 2004 to .9% in 2009.

Performance Measures	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Efficiency Percentage of annual state appropriation spent on facility renewal ⁴	.5%	.4%	.6%	.8%	.8%	.9%

Goal 3. The University will foster inclusiveness as well as cultural and intellectual pluralism.

Objective 3.1 Increase the percentage of African-American undergraduates from 8.8% in 2004 to 12.0% in 2009.

Performance Measures	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input Percentage of African-American undergraduates ⁵	8.8%	10.3%	10.5%	11.0%	11.5%	12.0%

Objective 3.2 Increase the percentage of minority undergraduates from 14.0% in 2004 to 18.0% in 2009.

Performance Measures	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input Percentage of minority undergraduates ⁵	14.0%	15.8%	16.2%	16.7%	17.3%	18.0%

Objective 3.3 Increase the percentage of economically disadvantaged students attending SU from 40% in 2004 to 46% in 2009.

Performance Measures	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
Input Percentage of economically disadvantaged students attending SU ⁶	40.9%	42.4%	39.2%	36.8%	42.0%	44.0%

Goal 4. Improve retention and graduation rates while advancing a student-centered environment.

Objective 4.1 The second-year retention rates of SU first-time, full-time freshmen will increase from 84.2% in 2004 to 85.0% in 2009.

Performance Measures	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
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Output	2 nd year first-time, full-time retention rate: all students ⁷	84.2%	84.3%	87.4%	84.9%	85.0%	85.1%
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Objective 4.2 The second-year retention rates of SU first-time, full-time African-American freshmen will increase from 78.6% in 2004 to 85.0% in 2009.

Performance Measures		2004	2005	2006	2007	2008	2009
		Actual	Actual	Actual	Actual	Estimated	Estimated

Output	2 nd year first-time, full-time retention rate: African-American students ⁷	78.6%	83.6%	80.0%	83.0%	84.0%	85.0%
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Objective 4.3 The second-year retention rates of SU first-time, full-time minority freshmen will increase from 80.4% in 2004 to 85.0% in 2009.

Performance Measures		2004	2005	2006	2007	2008	2009
		Actual	Actual	Actual	Actual	Estimated	Estimated

Output	2 nd year first-time, full-time retention rate: minority students ⁷	80.4%	83.2%	84.0%	82.0%	83.5%	85.0%
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Objective 4.4 The six-year graduation rates of SU first-time, full-time freshmen will be at least 73% annually through 2009.

Performance Measures		2004	2005	2006	2007	2008	2009
		Actual	Actual	Actual	Actual	Estimated	Estimated

Output	6-year graduation rate of first-time, full-time freshmen: all students ⁷	73.0%	72.8%	72.9%	75.1%	75.1%	75.1%
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Objective 4.5 The six-year graduation rates of SU first-time, full-time African-American freshmen will increase from 53.3% in 2004 to 63.0% in 2009.

Performance Measures		2004	2005	2006	2007	2008	2009
		Actual	Actual	Actual	Actual	Estimated	Estimated

Output	6-year graduation rate of first-time, full-time freshmen: African-American students ⁷	53.3%	58.5%	65.7%	62.5%	63.0%	63.1%
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Objective 4.6 The six-year graduation rates of SU first-time, full-time minority freshmen will increase from 53.2% in 2004 to 63.0% in 2009.

Performance Measures		2004	2005	2006	2007	2008	2009
		Actual	Actual	Actual	Actual	Estimated	Estimated

Output	6-year graduation rate of first-time, full-time freshmen: minority students ⁷	53.2%	60.6%	63.7%	58.3%	61.0%	63.0%
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Additional Indicators⁸

		2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Estimated	2009 Estimated
AI. Performance Measures ⁹		2004 Survey	2005 Survey	2006 Survey	2007 Survey	2008 Survey	2009 Survey
1. Outcome	Median salary of SU graduates	\$33,853	\$34,711	\$35,909	\$37,037	\$36,500	\$37,200
	Ratio of the median salary of SU graduates (one year after graduation) to the median salary of the civilian workforce						
2. Outcome	w/bachelor's degrees ²	.81	.82	.83	.79	.75	.77
3. Input	Number of applicants to the professional nursing program	100	98	137	140	140	140
4. Input	Number of applicants accepted into the professional nursing program	100	93	107	110	110	110
5. Input	Number of applicants not accepted into the professional nursing program	0	5	30	30	30	30
6. Input	Number of applicants enrolled in the professional nursing program	90	88	86	88	88	88
7. Input	Number of undergraduate nursing majors	403	428	421	425	425	425
8. Output	Number of baccalaureate degree recipients in nursing	80	78	84	68	85	85

Notes to MFR

¹ PRAXIS II test results are reported on a cohort basis. The test period for 2007 Actual ran between 10/1/2005 and 9/30/2006.

² Salisbury University annually surveys its baccalaureate degree recipients one-year after graduation. Those surveyed for 2007 Actual graduated in August or December 2005, or January or May 2006. This survey cycle differs from MHEC's triennial alumni survey cycle. As a result, SU's data are updated annually reflecting the most recently surveyed classes.

³Actual 2007 data are reported from MSDE as of October 2006.

⁴Data provided by the USM. Actual 2007 data reflect the fiscal year beginning 7/1/2006 and ending 6/30/2007.

⁵Percentages are based on headcounts as of fall census. Actual data for 2007 reflects fall 2006 enrollment.

⁶Actual 2007 data are from fall 2006.

⁷Data provided by the MHEC. For second year retention rates, actual data for 2007 reports the number of students in the Fall 2005 cohort who returned in Fall 2006. For graduation rates, actual data for fall 2007 report the number of students in the Fall 2000 cohort who graduated by Spring 2006.

⁸Additional Indicators are institutional measures that are important to external audiences. They are not included as part of Salisbury University's Managing For Results and are not driven by any institutional targets because of offsetting goals. They are included for informational purposes only.

⁹ These indicators are of special interest to various external agencies and are not part of Salisbury University's Managing For Results. No performance goals are provided for these indicators because of offsetting goals. They are included for informational purposes only.

SALISBURY UNIVERSITY

Maryland Higher Education Commission Questions

Objective 2.2 – The estimated number of graduates employed in information technology related fields in Maryland will increase from 59 in 2004 to 70 in 2009.

Based on figures calculated from the last two follow-up surveys, the number of Salisbury graduates employed in information technology fields in Maryland were 31 and 46 respectively – considerably short of the MFR objective.

Objective 2.5 – Increase expenditures on facility renewal from 0.5 percent in 2004 to 0.9 percent in 2009.

Expenditures on facility renewal have fluctuated between 0.4 and 0.6 percent during the past four years.

These questions are addressed under University-Specific Responses beginning on page 8.