| **Template Objective** | | **Indicator**  **Type** | **Special Timeframe Issues** | **Indicator/Measure** | **Source** | **Operational Definition** | **Control Procedures** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **SU** | **USM** |
| 1.1 | 1.4 | Quality | FY14: 12-13 grads  FY15: 13-14 grads  FY16: 14-15 grads  FY17: 15-16 grads | Percent of nursing program graduates passing the NCLEX-RN licensing examination | Maryland Board of Nursing Website  <http://mbon.maryland.gov/Pages/education-nclex-stats.aspx> | The number of undergraduate nursing bachelor degree recipients who took and passed the NCLEX-RN exam the first time divided by the total number of Nursing bachelor degree recipients who took the exam. | Salisbury University (SU) collects the data annually from the Maryland Board of Nursing’s (MBON) Website. The MBON publishes annually pass rate statistics for each degree-granting Nursing program in Maryland. The number of SU Nursing graduates sitting for the NCLEX-RN exam for the first time, and the number of those passing the exam are reported. By dividing those who passed by the population of test takers, the pass rate percentage is verified and reported. |
| 1.2 | 1.2 | Quality | FY14: Program Completers 10/1/12 through 9/30/13  FY15: Program Completers 10/1/13 through 9/30/14  FY16: Program Completers 10/1/14 through 9/30/15  FY17: Program Completers 10/1/15 through 9/30/16 | Percent of undergraduate and MAT students who passed Praxis. | Praxis results from Educational Testing Service (ETS) through SU Education Department, and verified at Title II Website  [*https://title2.ed.gov/Public/Report/Providers/Providers.aspx?p=4\_10&i=5403*](https://title2.ed.gov/Public/Report/Providers/Providers.aspx?p=4_10&i=5403) | The number of teacher education bachelor and MAT degree recipients who passed the Praxis exam divided by the total number of teacher education bachelor degree and MAT degree recipients who took the Praxis. | Salisbury University collects the data annually from SU’s Education Department, and verifies it against the Title II Website. Title II of the Higher Education Act mandates annual reporting of pass rates on the PRAXIS. Educational Testing Service administers the PRAXIS exam, and reports annually (reporting period October 1 to September 30) on the number of test takers, those who pass the exam, and the resulting pass rate. |
| 1.3 | 4.7 | Quality | FY 05: 03-04 grads  FY 08: 06-07 grads  FY 11: 09-10 grads  FY 14: 12-13 grads  FY 17: 15-16 grads | 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). Respondents who did not indicate their enrollment in a GRADUATE level program (what certificate program were you seeking) after SU are excluded from the denominator. Only respondents that indicated the type of graduate program they enrolled in are included. | SU performs a triennial survey of its baccalaureate degree recipients using the MHEC-approved alumni survey instrument. Email addresses are provide by the Office of alumni relations. Once the database is finalized, University Analysis, Reporting, and Assessment (UARA) conducts SPSS queries to generate the data in accordance with the operational definition. |
| 1.4 | 4.6 | Quality | FY 05: 03-04 grads  FY 08: 06-07 grads  FY 11: 09-10 grads  FY 14: 12-13 grads  FY 17: 15-16 grads | 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. Uncertain responses, if applicable, are excluded from the denominator. | Please refer to SU objective 1.3 for Alumni Survey control procedures. |
| 2.1 | 1.1 | Outcome | FY 05: 03-04 grads  FY 08: 06-07 grads  FY 11: 09-10 grads  FY 14: 12-13 grads  FY 17: 15-16 grads | The percentage of graduates employed in Maryland. | 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 within the state of MD. The denominator is based on the number of respondents to this question that indicated that they were employed or were currently seeking employment. | SU performs a triennial survey of its baccalaureate degree recipients using the MHEC-approved alumni survey instrument. Email addresses are provide by the Office of alumni relations. Once the database is finalized, University Analysis, Reporting, and Assessment (UARA) conducts SPSS queries to generate the data in accordance with the operational definition. |
| 2.2 | 1.1 | Outcome | FY 05: 03-04 grads  FY 08: 06-07 grads  FY 11: 09-10 grads  FY 14: 12-13 grads  FY 17: 15-16 grads | 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. The denominator is based on the number of respondents to this question that indicated that they were employed or were currently seeking employment. | Please refer to SU objective 1.3 for Alumni Survey control procedures. |
| 2.3 | 1.2 | Output | FY 14: 12-13 grads  FY 15: 13-14 grads  FY 16: 14-15 grads  FY 17: 15-16 grads | Estimated number of Teacher Education graduates | DIS file | The number of all Bachelor’s and graduate degree recipients who received a degree (maj1, maj2, or maj3) in one of the following Teacher Education majors (HEGIS Code):  EDUC-0801.00  EDLeadership-0827.00  MAT-0803.12  ECED-0823.00  ELED-0802.00  CHLT-0837.00  HEALTHED-0837.00*\*Secondary Ed tracks only*\*  MATHED-0833.00  PHYSED-0835.01*\*Secondary Ed tracks only\**  READ-0830.00  CURR-0829.01  \*Students with a Secondary Education track of PTCH, PSCD, SCED, or TCHR are also included in these counts. | The number of Teacher Education Bachelor’s and Master’s degree recipients comes from the DIS (Degree Information System) file. The PeopleSoft SQR used to generate the DIS was designed in 2004 according to the existing MHEC-approved extract detail. All data items are subject to analytical review, and statistics are cross-checked with the Registrar’s office. MHEC provides a secondary backup with their consistency/edit check procedures. Any discrepancies are resolved. UARA uses SPSS queries to extract the data from the DIS and alumni survey database in accordance with the operational definition. |
| 2.4 | 1.3 | Output | FY 14: 12-13 grads  FY 15: 13-14 grads  FY 16: 14-15 grads  FY 17: 15-16 grads | Estimated number of STEM graduates | DIS file | The number of all Bachelor’s and graduate degree recipients (must have received a degree) who received a degree (maj1, maj2, or maj3) in one of the following STEM majors (HEGIS Code) Do NOT include double majors:  COSC-0701.00  BIOL & Applied Biology-  -0401.00 and 0401.01  ENVH-0420.01\*discontinued  MATH-1701.00  INFO-0702.00  CHEM-1905.00  PHYS-1902.00  ERTH-1917.00  GEOG-2206.00  GIS-2206.04  MATHEducation-0833.00  \*May use IPEDS completion survey to calculate this rate | The number of STEM Bachelor’s and Master’s degree recipients comes from the DIS (Degree Information System) file. The PeopleSoft SQR used to generate the DIS was designed in 2004 according to the existing MHEC-approved extract detail. All data items are subject to analytical review, and statistics are cross-checked with the Registrar’s office. MHEC provides a secondary backup with their consistency/edit check procedures. Any discrepancies are resolved. UARA uses SPSS queries to extract the data from the DIS and alumni survey database in accordance with the operational definition. |
| 2.5 | 1.4 | Output | FY 14: 12-13 grads  FY 15: 13-14 grads  FY 16: 14-15 grads  FY 17: 15-16 grads | Estimated number of Nursing graduates | DIS file | The number of all Bachelor’s and graduate degree recipients who received a degree (maj1, maj2, or maj3) in one of the following Nursing majors (HEGIS Code):  NURS-1203.00  \*Note-second majors and PBC are NOT included; can use IPEDS completions survey to get this number. | The number of Nursing Bachelor’s and graduate degree recipients comes from the DIS (Degree Information System) file. The PeopleSoft SQR used to generate the DIS was designed in 2004 according to the existing MHEC-approved extract detail. All data items are subject to analytical review, and statistics are cross-checked with the Registrar’s office. MHEC provides a secondary backup with their consistency/edit check procedures. Any discrepancies are resolved. UARA uses SPSS queries to extract the data from the DIS and alumni survey database in accordance with the operational definition. |
| 3.1 | 3.2 | Input | FY 14: Fall 13  FY 15: Fall 14  FY 16: Fall 15  FY 17: Fall 16 | Percentage of African-American undergraduates | From SU Fact Books (B-2.0); source is Enrollment Information System | Total African-American undergraduates divided by the total number of undergraduates excluding students of unknown ethnicity. | The EIS (Enrollment Information System) file is the source for these data. The freeze date occurs at the end of drop/add, typically one week after the start of the semester. An additional two weeks are allowed to resolve incorrect/missing data items before the census file is considered final. Heavy focus is placed on collecting missing data for coop students from their home institution. The PeopleSoft SQR used to generate the EIS was designed in 2003 according to the existing MHEC-approved extract detail. All data items are subject to analytical review, and statistics are cross-checked with Admissions, International Student Services., and the Registrar. MHEC provides a secondary backup with their consistency/edit check procedures. Any discrepancies are resolved. UARA uses SPSS to extract the data from the EIS in accordance with the operational definition. |
| 3.2 | 3.1 | Input | FY 14: Fall 13  FY 15: Fall 14  FY 16: Fall 15  FY 17: Fall 16 | Percentage of minority undergraduates | From SU Fact Books; source is Enrollment Information System | The sum of all minority undergraduates, which includes the race/ethnicities of African-American, Hispanic, Asian-American, Native American, and students of Two or More races divided by the total number of undergraduates excluding students of unknown ethnicity. | The EIS (Enrollment Information System) file is the source for these data. The freeze date occurs at the end of drop/add, typically one week after the start of the semester. An additional two weeks are allowed to resolve incorrect/missing data items before the census file is considered final. Heavy focus is placed on collecting missing data for coop students from their home institution. The PeopleSoft SQR used to generate the EIS was designed in 2003 according to the existing MHEC-approved extract detail. All data items are subject to analytical review, and statistics are cross-checked with Admissions, International Student Services, and the Registrar. MHEC provides a secondary backup with their consistency/edit check procedures. Any discrepancies are resolved. UARA uses SPSS to extract the data from the EIS in accordance with the operational definition. |
| 3.3 | 3.7 | Input | Fiscal year basis- Current % based on students enrolled in Fall 2015. | % 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). | Data are reported using the definition established by USM and taken from the Common Data Set, which is a is a collaborative effort among the higher education community, the College Board, Thomson Peterson's, and U.S. News & World Report, to develop clear, standard data items and definitions for reporting among U.S. higher education institutions--CDS definitions typically align with the U.S. Department of Education’s integrated postsecondary education data system (IPEDS). SU’s Financial Aid office prepares this portion of the CDS for University Analysis, Reporting, and Assessment using financial aid data compiled and reported in accordance with MHEC guidelines. The data is generated in accordance with the operational definition. |
| 4.1 | 3.3, 3.4, 4.1 | Output | FY 14: 2012 cohort  FY 15: 2013 cohort  FY 16: 2014 cohort  FY 17: 2015 cohort | Second year retention rate: all students | EIS  **MHEC-provided** | The percentage of first-time, full-time degree-seeking undergraduates who re-enrolled at any Maryland four-year institution one year after matriculation. | SU annually receives retention and graduation rate data from the Maryland Higher Education Commission (MHEC). Each Spring, the MHEC prepares second-year retention and six-year graduation rate data for the most recent applicable Salisbury University cohorts of all freshmen students, African-American freshmen students, and minority freshmen students. These data are reviewed and compared with internally prepared rates using the same data files (EIS and DIS) that MHEC uses to prepare their rates. Any discrepancies are resolved. |
| 4.2 | 3.3, 3.4, 4.1 | Output | FY 14: 2012 cohort  FY 15: 2013 cohort  FY 16: 2014 cohort  FY 17: 2015 cohort | Second year retention rate: African-American students | EIS  **MHEC-provided** | The percentage of first-time, full-time degree-seeking African-American undergraduates who re-enrolled at any Maryland four-year institution one year after matriculation. | Please refer to SU objective 4.1 for control procedures. |
| 4.3 |  | Output | FY 14: 2012 cohort  FY 15: 2013 cohort  FY 16: 2014 cohort  FY 17: 2015 cohort | Second year retention rate: minority students | EIS  **MHEC-provided** | The percentage of first-time, full-time degree-seeking minority undergraduates who re-enrolled at any Maryland four-year institution one year after matriculation. Minority includes two or more races, African-American, Hispanic, Asian-American, and Native American. | Please refer to SU objective 4.1 for control procedures. |
| 4.4 | 3.5, 3.6, 4.2 | Output | FY 14: 2012 cohort  FY 15: 2013 cohort  FY 16: 2014 cohort  FY 17: 2015 cohort | Six year graduation rate: all students | EIS, DIS  **MHEC-provided** | The percentage of all first-time, full-time degree-seeking undergraduates who graduated from any Maryland four-year institution within six years of matriculation | Please refer to SU objective 4.1 for control procedures. |
| 4.5 | 3.5, 3.6,  4.2 | Output | FY 14: 2007 cohort  FY 15: 2008 cohort  FY 16: 2009 cohort  FY 17: 2010 cohort | Six year graduation rate: African-American students | EIS, DIS  **MHEC-provided** | The percentage of all African-American first-time, full-time degree-seeking undergraduates who graduated from any Maryland four-year institution within six years of matriculation. | Please refer to SU objective 4.1 for control procedures. |
| 4.6 |  | Output | FY 14: 2007 cohort  FY 15: 2008 cohort  FY 16: 2009 cohort  FY 17: 2010 cohort | Six year graduation rate: minority students | EIS, DIS  **MHEC-provided** | The percentage of minority first-time, full-time degree-seeking undergraduates who graduated from any Maryland four-year institution within six years of matriculation. Minority includes African-American, Hispanic, Asian American, and Native American. | Please refer to SU objective 4.1 for control procedures. |
| Additional Indicators | | | | | | |  |
| AI.1 | AI.1 | 2.2 | Outcome | FY 05: 03-04 grads  FY 08: 06-07 grads  FY 11: 09-10 grads  FY 14: 12-13 grads  FY 17: 15-16 grads | Median salary of Salisbury University graduates one-year after graduation. | SU salary data: MHEC follow-up survey of recent graduates | Self-explanatory. Salisbury University data are collected by the alumni survey question on annual salary and calculated using “median of grouped data” computation for graduates employed full-time. Computation can be found here: <http://www.statcan.gc.ca/edu/power-pouvoir/ch11/median-mediane/5214872-eng.htm>  Med = [{(Sample Size/2) – cumulative frequency of preceding class}/number of observations in class containing median]\*(width of the interval containing the median) +Lower boundary of class containing median |
| AI.2 | AI.2 | 2.2 | Outcome | FY 05: 03-04 grads  FY 08: 06-07 grads  FY 11: 09-10 grads  FY 14: 12-13 grads  FY 17: 15-16 grads | Ratio of median salary of Salisbury University graduates one-year after graduation to the median earnings 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 Survey (CPS) | 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). |
| AI.3 |  | Input | Fall 2013  Fall 2014  Fall 2015  Fall 2016 | Number of applicants to the professional Nursing program | SU’s Nursing Department | All students who apply to the professional Nursing program in the given Fall semester. | Professional program admissions statistics are tabulated in SU’s Nursing department. Students must first be admitted to the University. Students then apply for program-level admissions to the professional Nursing program. The requirements for admission to the Nursing program are more stringent than for admission to the university. Nursing faculty/staff operate the professional program applicant tracking process. |
| AI.4 |  | Input | Fall 2013  Fall 2014  Fall 2015  Fall 2016 | Number of applicants accepted into the professional Nursing program | SU’s Nursing Department | The number of students who are conditionally admitted to the professional Nursing program. These students must satisfactorily meet all criteria for admission before they are granted final admission. | Professional program admissions statistics are tabulated in SU’s Nursing department. Students must first be admitted to the University. Students then apply for program-level admissions to the professional Nursing program. The requirements for admission to the Nursing program are more stringent than for admission to the university. Nursing faculty/staff operate the professional program applicant/acceptance process matching applicant data against predetermined admission criteria. |
| AI.5 |  | Input | Fall 2013  Fall 2014  Fall 2015  Fall 2016 | Number of applicants not accepted into the professional Nursing program | SU’s Nursing Department | Applicants who were rejected because they did not meet acceptance criteria, or who failed to follow through on their application to the professional Nursing program. | Professional program admissions statistics are tabulated in SU’s Nursing department. Students must first be admitted to the University. Students then apply for program-level admissions to the professional Nursing program. Students not meeting criteria are rejected. |
| AI.6 |  | Input | Fall 2013  Fall 2014  Fall 2015  Fall 2016 | Number of new enrollments in the professional Nursing program | SU’s Nursing Department | Students who have enrolled in the institution, and have met all professional Nursing program criteria. | Professional program admissions statistics are tabulated in SU’s Nursing department. Students must first be admitted to the University. Students then apply for program-level admissions to the professional Nursing program. If accepted, students are eligible to enroll officially as professional Nursing majors. |
| AI.7 | 1.4 | Outcome | FY 05: 03-04 grads  FY 08: 06-07 grads  FY 11: 09-10 grads  FY 14: 12-13 grads  FY 17: 15-16 grads | 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. | Please refer to SU objective 1.3 for Alumni Survey control procedures. The number of Nursing bachelor degree recipients comes from the DIS (Degree Information System) file. The PeopleSoft SQR used to generate the DIS was designed in 2004 according to the existing MHEC-approved extract detail. All data items are subject to analytical review, and statistics are cross-checked with the Registrar’s office. MHEC provides a secondary backup with their consistency/edit check procedures. Any discrepancies are resolved. UARA uses SPSS queries to extract the data from the DIS and alumni survey database in accordance with the operational definition. |

EIS - MHEC Enrollment Information System DIS - MHEC Degree Information System