

ST. MARY'S COLLEGE OF MARYLAND

PROGRAM DESCRIPTION

St. Mary's College of Maryland is an independent public institution in the liberal arts tradition. As a state college, St. Mary's is committed to the ideals of affordability, access, and diversity. As Maryland's public honors college, St. Mary's offers a liberal arts education and small-college experience like those found at exceptional private colleges. Largely residential, St. Mary's College of Maryland awards the bachelor of arts degree in 21 disciplines, a student-designed major, and a Master of Arts in Teaching degree.

MISSION

Designated a public honors college, St. Mary's College of Maryland seeks to provide an excellent undergraduate liberal arts education and small-college experience: a faculty of gifted teachers and distinguished scholars, a talented and diverse student body, high academic standards, a challenging curriculum rooted in the traditional liberal arts, small classes, many opportunities for intellectual enrichment, and a spirit of community.

VISION

We aspire to continue matriculating a highly qualified, diverse student body, maintaining access by meeting all documented financial need. We plan to maintain or strengthen the quality of instructional offerings; in particular to implement the curricular proposals embodied in the Honors College plan approved by the faculty; to increase the effectiveness of academic support resources with emphasis on improving information technology services; to enhance the quality of co-curricular and extra-curricular student life; to improve the efficiency of and service provided by administrative units; and to maintain or improve our physical plant facilities to accommodate these goals.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Note: Target dates in all objectives will be adjusted upon completion of the College's revised strategic plan, effective Fall 2010.

Goal 1. Strengthen the quality of instructional offerings; in particular, implement the curricular proposals embodied in the Honors College plan approved by the faculty.

Objective 1.1 By 2007, 70 percent of all graduating seniors will complete a St. Mary's Project (SMP).

| | 2008 | 2009 | 2010 | 2011 |
|--|--------|--------|-----------|-----------|
| Performance Measures | Actual | Actual | Estimated | Estimated |
| Output: Percent graduating class completing St. Mary's Projects | 61% | 57% | 68% | 68% |

Objective 1.2 Between 2004 and 2007 recruit and maintain a regular full-time faculty, 99 percent of whom will have terminal degrees.

| | 2008 | 2009 | 2010 | 2011 |
|--|--------|--------|-----------|-----------|
| Performance Measures | Actual | Actual | Estimated | Estimated |
| Quality: Percent of core faculty with terminal degree | 98% | 98% | 99% | 99% |

Goal 2. Recruit, support, and retain a diverse group of students, faculty and administrative staff who will contribute to and benefit from the enriched academic and cultural environment provided by St. Mary's.

Objective 2.1 By fiscal year 2007 recruit diverse freshman classes having an *average* total SAT score of at least 1,240.

| | 2008 | 2009 | 2010 | 2011 |
|---|--------|--------|-----------|-----------|
| Performance Measures | Actual | Actual | Estimated | Estimated |
| Input: Average SAT scores of entering freshman class | 1,221 | 1,230 | 1,220 | 1,225 |
| Percent African-American of entering freshman class | 11% | 8% | 11% | 12% |
| Percent all minorities of entering freshman class | 20% | 19% | 22% | 22% |

Note: Unless otherwise indicated, column headers refer to fiscal years, for example "2007 Actual" refers to fiscal year 2007. Fall 2006 SAT scores will appear under "2007 Actual" since fall 2006 is in fiscal year 2007. Surveys are reported by the fiscal year in which they are conducted.

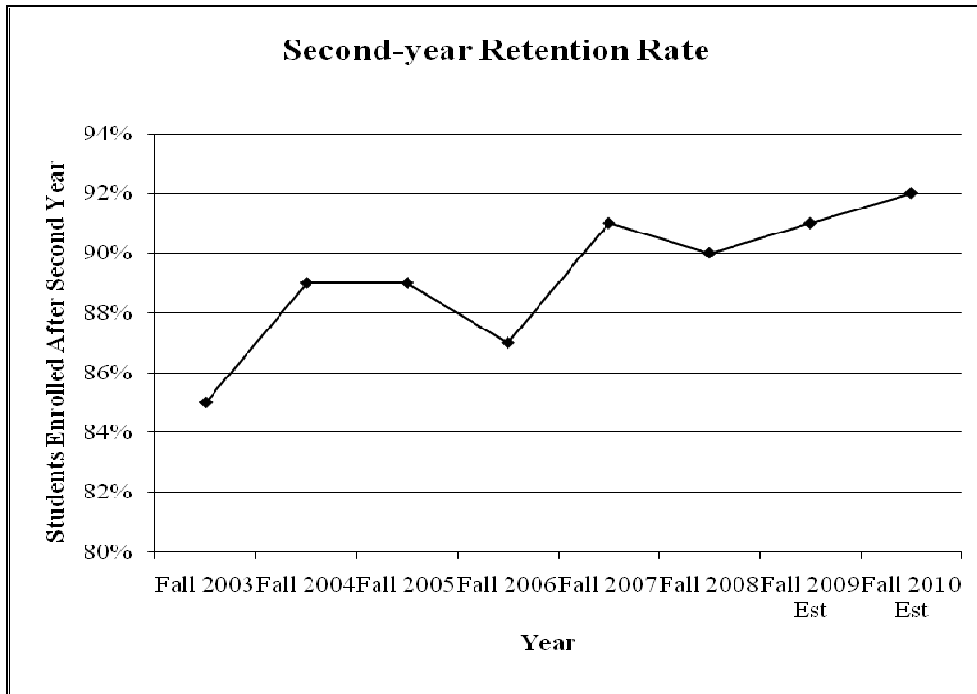
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Objective 2.2 Between 2004 and 2007 the 6-year graduation rate for all minorities will be maintained at a minimum of 62 percent.

| | 2008 | 2009 | 2010 | 2011 |
|---|--------|--------|-----------|-----------|
| Performance Measures | Actual | Actual | Estimated | Estimated |
| Output: Four-year graduation rate for all minorities at SMCM | 56% | 67% | 69% | 62% |
| Six-year graduation rate for all minorities at SMCM | 52% | 76% | 66% | 67% |
| Four-year graduation rate for African-Americans at SMCM | 67% | 65% | 62% | 62% |
| Six-year graduation rate for African-Americans at SMCM | 53% | 74% | 78% | 65% |

Objective 2.3 By 2007 increase by 4 percent (not percentage points) compared to 2004 the proportion of faculty and administrative staff from each of the following groups: African-Americans, all racial/ethnic minorities, and women.

| | 2008 | 2009 | 2010 | 2011 |
|---|--------|--------|-----------|-----------|
| Performance Measures | Actual | Actual | Estimated | Estimated |
| Input: Percent minority full-time/tenure track faculty | 16% | 13% | 17% | 17% |
| Quality: Percent minority full-time executive/managerial | 7% | 8% | 9% | 9% |
| Percent African-American full-time/tenure track faculty | 5% | 4% | 6% | 6% |
| Percent African-American full-time executive/managerial | 4% | 8% | 4% | 4% |
| Percent women full-time/tenure track faculty | 46% | 52% | 46% | 46% |
| Percent women full-time executive/managerial | 51% | 47% | 48% | 51% |



Goal 3. Increase the effectiveness of the learning environment at the College.

Objective 3.1 By 2007 second-year retention will be stabilized at a minimum of 90 percent.

| | 2008 | 2009 | 2010 | 2011 |
|---|--------|--------|-----------|-----------|
| Performance Measures | Actual | Actual | Estimated | Estimated |
| Output: Second-year retention rate at SMCM | 91% | 91% | 91% | 92% |

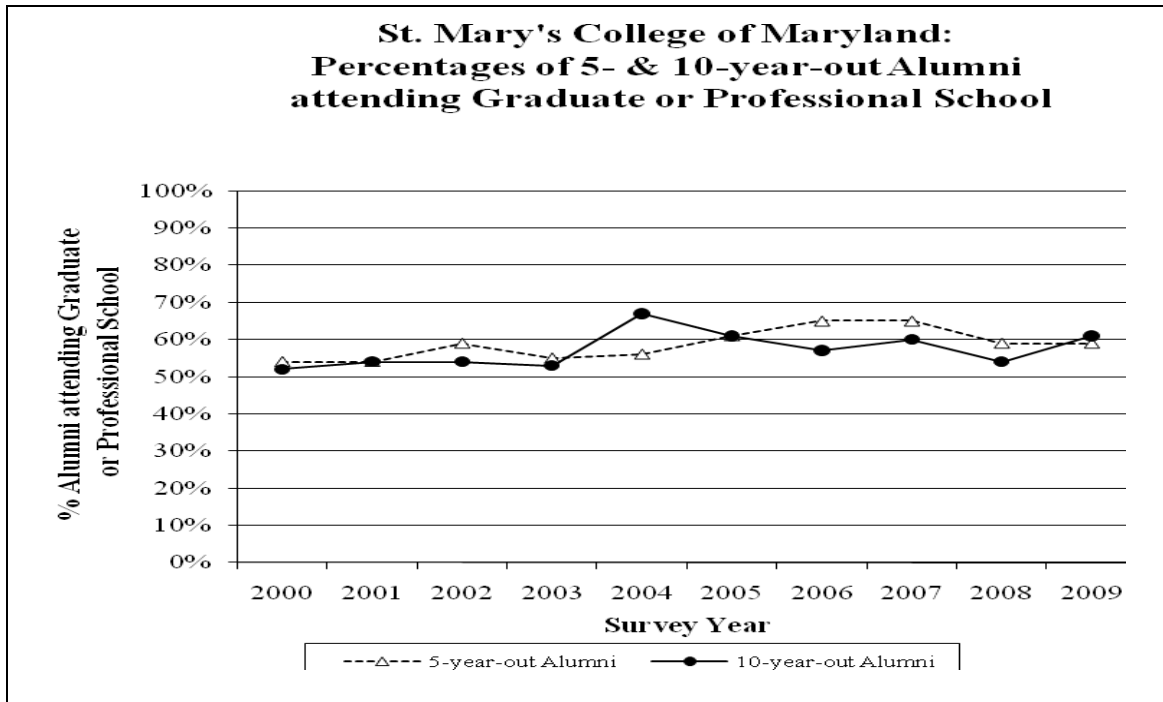
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Objective 3.2 By 2007 increase the overall 6-year graduation rate to 77 percent.

| Performance Measures | 2008 Actual | 2009 Actual | 2010 Estimated | 2011 Estimated |
|--|----------------|----------------|-------------------|-------------------|
| Output: Four-year graduation rate at SMCM | 70% | 70% | 80% | 71% |
| Six-year graduation rate at SMCM | 75% | 79% | 80% | 78% |

Objective 3.3 Between 2004 and 2007 a minimum of 55 percent of the five- and ten-year-out alumni will be attending or will have attended graduate or professional school.

| Performance Measures | 2008 Survey Actual | 2009 Survey Actual | 2010 Survey Estimated | 2011 Survey Estimated |
|---|--------------------------|--------------------------|-----------------------------|-----------------------------|
| Outcome: Graduate or professional school going rate: | | | | |
| 5-year-out alumni | 59% | 59% | 60% | 65% |
| 10-year-out alumni | 54% | 61% | 55% | 60% |



Objective 3.4 Between 2004 and 2007 a minimum of 97 percent of five and ten-year-out alumni will report satisfaction with preparation for graduate studies.

| Performance Measures | 2008 Survey Actual | 2009 Survey Actual | 2010 Survey Estimated | 2011 Survey Estimated |
|---|--------------------------|--------------------------|-----------------------------|-----------------------------|
| Outcome: Satisfaction with graduate/professional school preparation: | | | | |
| 5-year-out alumni | 90% | 98% | 95% | 97% |
| 10-year-out alumni | 93% | 98% | 95% | 99% |

Objective 3.5 Between 2004 and 2007 a minimum of 93 percent of five- and ten-year-out alumni will report satisfaction with job preparation.

| 2008 | 2009 | 2010 | 2011 |
|------|------|------|------|
|------|------|------|------|

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| Performance Measures | Survey Actual | Survey Actual | Survey Estimated | Survey Estimated |
|---|--------------------------|--------------------------|-----------------------------|-----------------------------|
| Outcome: Alumni satisfaction with job preparation: | | | | |
| 5-year-out alumni | 93% | 97% | 95% | 95% |
| 10-year-out alumni | 94% | 98% | 96% | 96% |

Goal 4. Increase access for students with financial need by increasing the amount of financial aid available.

Objective 4.1 By 2007 maintain the number of first-year students who receive institutionally-based financial aid (grants and scholarships) at no less than 60 percent.

| Performance Measures | 2008 Actual | 2009 Actual | 2010 Estimated | 2011 Estimated |
|---|------------------------|------------------------|---------------------------|---------------------------|
| Output: Percent of first-year students who receive institutionally-based financial aid (grants and scholarships) | 72% | 70% | 70% | 70% |

Goal 5. St. Mary's College will increase its contributions to the Maryland workforce.

Objective 5.1 By 2007 at least 18 percent of graduates of St. Mary's College of Maryland will become teachers.

| Performance Measures | 2008 Survey Actual | 2009 Survey Actual | 2010 Survey Estimated | 2011 Survey Estimated |
|---|-----------------------------------|-----------------------------------|--------------------------------------|--------------------------------------|
| Outcome: Percent of 5-year-out alumni who are teachers | 18% | 13% | 17% | 18% |

Goal 6. Obtain additional funds through fundraising to support institutional goals.

Objective 6.1 Increase the endowment fund to \$32,400,000 by fiscal year 2007.

| Performance Measures | 2008 Actual | 2009 Actual | 2010 Estimated | 2011 Estimated |
|--|------------------------|------------------------|---------------------------|---------------------------|
| Output: Amount of endowment value (in millions) | \$27.5 | \$27.1 | \$23.4 | \$24.4 |

Objective 6.2 By Calendar Year (CY) 2006 increase giving by graduates to the College to 27 percent.

| Performance Measures | CY2007 Actual | CY2008 Actual | CY2009 Estimated | CY20010 Estimated |
|---|--------------------------|--------------------------|-----------------------------|------------------------------|
| Output: Percent of alumni giving | 24% | 20% | 23% | 24% |

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INSTITUTIONAL ASSESSMENT

Provided below is an institutional assessment in terms of noteworthy positive points and challenging areas that the institution is still working on.

Overview

Several significant changes and events have occurred at St. Mary's College of Maryland during the past year. Some of these include:

- The addition of five full-time faculty lines
- Full implementation of a new general-education curriculum
- Search commenced for a new College president
- The opening of Glendening Hall, our new student services building, in January 2009
- The start of a new five-year strategic planning cycle

The above should better prepare the College to meet the challenges of the coming years and to better serve the needs of the citizens of Maryland.

Note: Target dates in all objectives will be adjusted upon completion of St. Mary's College's revised strategic plan.

Strengths

There are six objectives that have emerged as particularly important. In Goal 1 Objective 1.2, St. Mary's College continues to strive for excellence in liberal arts education by employing 98% of core faculty with terminal degrees. St. Mary's College continues to place a focus on supporting students to reach the goal of achieving a degree at the College. The second-year retention rate for a baccalaureate degree has increased four percentage points from the prior year to 91% (Goal 3 Objective 3.1).

Graduation rates for all students as well as subgroups of the population are important in tracking students at St. Mary's who have successfully completed their program of study. In Goal 3 Objective 3.2 and Goal 2 Objective 2.2., the four-year graduation rate has remained level at 70% with a minority graduation rate of 67%, up 11 percentage points from the prior year. The six-year graduation rate has increased four percentage points from the prior year to 79%. The graduation rate for African-American students was 74 % and for minority students was 76%, an increase of 21 and 24 percentage points, respectively. While 20% of our current student body belong to minority groups, this represents a fairly small number for what is a relatively small student body. Therefore, as a result of working with such small numbers, each student can cause a rather large shift in percentages that are reflected by idiosyncratic variations among individuals.

Retention, especially that of minority students, is a priority for St. Mary's and an issue that we will continue to monitor to ensure that we are providing an inclusive educational environment for all members of our campus community.

St. Mary's continues to strive for excellence in preparing students for experiences after they leave the College. Alumni satisfaction with preparation for graduate or professional school and the workforce is an area that the College monitors. Out of the most recent survey of 5- and 10-year out alumni, at least 97 % of alumni were satisfied with graduate or professional school and job preparation.

Challenges

There are two objectives that St. Mary's has recognized as challenges and will provide comments below.

Goal 1 Objective 1.1: St. Mary's Project participation rates have experienced a decline and there are two changes that can be attributed to this change. When the goal of 70 % was originally established, the proportion of majors requiring St. Mary's Projects was higher. With the introduction of the new core curriculum, St. Mary's has seen a slight shift in departmental requirements to allow students the option of a St. Mary's Project or an alternative senior experience. In addition, the distribution of graduating students by major has shifted toward majors that offer the alternative requirement rather than the St. Mary's Project. An example of this can be seen in the Psychology Department, which produced the third largest proportion of 2009 graduates, and has made the St. Mary's Project experience optional. With these two tendencies, the College must reassess whether the 70 % remains as an appropriate metric of this objective.

Goal 2 Objective 2.3: St. Mary's College affirms the importance of hiring and retaining African-American faculty and executive/managerial staff. Over the past four years, we have increased our faculty count by 13 but have not kept pace with the successful hiring of minorities at a

comparable rate. Recent efforts in the faculty have stressed the importance of recruiting a diverse pool of candidates and also publicizing searches to prospective minority candidates. Our overall number of faculty and staff is small, with one staff member constituting the three percent change in executive/managerial staff. However, we continue to promote the hiring of minority candidates through our EEO/AA office and creation of an increasingly welcoming work environment.

| SMCM Indicator | Indicator/Measure | Source* | Operational Definition | Special Timeframe Issues | Control* |
|----------------|---|-----------------------------|---|--|--|
| 1.1 | Percent graduating class completing SMPs | Institution | (# of graduates completing a St. Mary's Project / # of all graduates) * 100 | 2009 Actual = Spring '09 grads | Registrar's Office |
| 1.2 | Percent of core faculty with terminal degree | Institution | Percentage of core faculty (non-visiting, assistant through full professor) holding a terminal degree, including all doctorates and the MM and MFA | 2009 Actual = Fall '08 | Provost's Office |
| 2.1 | Average SAT scores of entering freshman class | Institution | Mean of total SAT score; i.e., (SATV + SATM) of first-time full-time degree-seeking freshmen | 2009 Actual = Fall '08 | Admissions Office |
| 2.1 | Percent AfrAm of entering freshman class | EIS | (# of AfrAm FR/ # of race known FR) * 100 (first-time full-time degree-seeking freshmen only) | 2009 Actual = Fall '08 | Admissions Office, Registrar's Office |
| 2.1 | Percent all minorities of entering freshman class | EIS | (# of all minorities FR/ # of race known FR) * 100 (first-time full-time degree-seeking freshmen only) | 2009 Actual = Fall '08 | Admissions Office, Registrar's Office |
| 2.2 | Four-year graduation rate of all minorities at SMCM | Institution | Percentage of first-time, full-time degree-seeking minority freshmen who graduated from SMCM within four years after matriculation. | 2009 Actual = Fall '05 cohort graduating by Spring '09 | Registrar's Office, OIR |
| 2.2 | Six-year graduation rate of all minorities at SMCM | Institution | Percentage of first-time, full-time degree-seeking minority freshmen who graduated from SMCM within six years after matriculation. | 2009 Actual = Fall '03 cohort graduating by Spring '09 | Registrar's Office, OIR |
| 2.2 | Four-year graduation rate of AfrAm at SMCM | Institution | Percentage of first-time, full-time degree-seeking AfrAm freshmen who graduated from SMCM within four years after matriculation. | 2009 Actual = Fall '05 cohort graduating by Spring '09 | Registrar's Office, OIR |
| 2.2 | Six-year graduation rate of AfrAm at SMCM | Institution | Percentage of first-time, full-time degree-seeking AfrAm freshmen who graduated from SMCM within six years after matriculation. | 2009 Actual = Fall '03 cohort graduating by Spring '09 | Registrar's Office, OIR |
| 2.3 | Percent minority full-time tenure/tenure track faculty | EDS | (# of full-time tenure-track minority faculty / # of all full-time tenure-track faculty) * 100 (includes faculty on sabbatical, but not those on leave) | 2009 Actual = Fall '08 | Provost's Office, Human Resources, OIR |
| 2.3 | Percent minority full-time executive/managerial | EDS | Self explanatory | 2009 Actual = Fall '08 | Human Resources, OIR |
| 2.3 | Percent AfrAm full-time tenure/tenure track faculty | EDS | Self explanatory (includes faculty on sabbatical, but not those on leave) | 2009 Actual = Fall '08 | Provost's Office, Human Resources, OIR |
| 2.3 | Percent AfrAm full-time executive/managerial | EDS | Self explanatory | 2009 Actual = Fall '08 | Human Resources, OIR |
| 2.3 | Percent women full-time tenure/tenure track faculty | EDS | Self explanatory (includes faculty on sabbatical, but not those on leave) | 2009 Actual = Fall '08 | Provost's Office, Human Resources, OIR |
| 2.3 | Percent women full-time executive/managerial | EDS | Self explanatory | 2009 Actual = Fall '08 | Human Resources, OIR |
| 3.1 | Second-year retention rate at SMCM | Institution | Percentage of first-time, full-time, degree-seeking freshmen who re-enrolled at SMCM one year after matriculation. | 2009 Actual = Fall '07 cohort re-enrolled in Fall '08. | Registrar's Office, OIR |
| 3.2 | Four-year graduation rate at SMCM | Institution | Percentage of first-time, full-time degree-seeking freshmen graduated from SMCM within four years after matriculation | 2009 Actual = Fall '05 cohort graduating by Spring '09 | Registrar's Office, OIR |
| 3.2 | Six-year graduation rate at SMCM | Institution | Percentage of first-time, full-time degree-seeking freshmen who graduated from SMCM within six years after matriculation. | 2009 Actual = Fall '03 cohort graduating by Spring '09 | Registrar's Office, OIR |
| 3.3 | Grad/professional school going rate – within five years | SMCM Alumni Survey (5-year) | Percentage of survey respondents reporting enrollment in or completion of a post-baccalaureate degree program (master's, doctorate, or professional) within five years of graduation. | 2008 Survey Actual = Spring '04 grads surveyed in 2009 | OIR |

| SMCM Indicator | Indicator/Measure | Source* | Operational Definition | Special Timeframe Issues | Control* |
|----------------|--|---|--|--|--|
| 3.3 | Grad/professional school going rate – within ten years | SMCM Alumni Survey (10-year) | Percentage of survey respondents reporting enrollment in or completion of a post-baccalaureate degree program (master's, doctorate, or professional) within ten years of graduation. | 2008 Survey Actual = Spring '99 grads surveyed in 2009 | OIR |
| 3.4 | Student satisfaction: grad/professional school preparation – five year | SMCM Alumni Survey (5-year) | Percentage of survey respondents who enrolled in or completed graduate or professional school within five years of SMCM graduation and who rated their preparation for advanced education as excellent, good, or fair. | 2008 Survey Actual = Spring '04 grads surveyed in 2009 | OIR |
| 3.4 | Student satisfaction: grad/professional school preparation – ten year | SMCM Alumni Survey (10-year) | Percentage of survey respondents who enrolled in or completed graduate or professional school within ten years of SMCM graduation and who rated their preparation for advanced education as excellent, good, or fair. | 2008 Survey Actual = Spring '99 grads surveyed in 2009 | OIR |
| 3.5 | Student satisfaction: job preparation – five year | SMCM Alumni Survey (5-year) | Percentage of survey respondents employed full-time within five years of SMCM graduation and who rated their SMCM education as excellent, good, or fair preparation for their job (excluding "Uncertain"). | 2008 Survey Actual = Spring '04 grads surveyed in 2009 | OIR |
| 3.5 | Student satisfaction: job preparation – ten year | SMCM Alumni Survey (10-year) | Percentage of survey respondents employed full-time within ten years of SMCM graduation and who rated their SMCM education as excellent, good, or fair preparation for their job (excluding "Uncertain"). | 2008 Survey Actual = Spring '99 grads surveyed in 2009 | OIR |
| 4.1 | % of first-year students who receive institutionally-based financial aid (grants and scholarships) | Institution | (# of first-year students receiving SMCM-based grants and scholarships / # of first-year students) * 100 | 2009 Actual = Fall '08 | Financial Aid |
| 5.1 | Percent of alumni who are teachers – five year | SMCM Alumni Survey (5-year) | Percentage of self reports on 5-year-out Alumni Survey / # of survey respondents * 100 | 2008 Survey Actual = Spring '04 grads surveyed in 2009 | OIR |
| 6.1 | Amount of endowment value | IPEDS Finance Report; Office of Development | Sum of the College Endowment (IPEDS Part H, Column 2, Line 02) and Foundation Endowment for the specified fiscal year. | 2008 Actual = FY08 | Office of Development, Business Office |
| 6.2 | Percent alumni giving | Institution | (# of alumni donors / # of alumni solicited) * 100 | 2008 Actual = Calendar Year 2008 | Office of Development |

Source and Control abbreviations:

EIS - MHEC Enrollment Information System

EDS - MHEC Employee Data System

DIS - MHEC Degree Information System

OIR - Office of Institutional Research