

# 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 24 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).

	2009	2010	2011	2012
Performance Measures	Actual	Actual	Estimated	Estimated
<b>Output:</b> Percent graduating class completing St. Mary's Projects	57%	65%	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.

	2009	2010	2011	2012
Performance Measures	Actual	Actual	Estimated	Estimated
<b>Quality:</b> 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.

	2009	2010	2011	2012
Performance Measures	Actual	Actual	Estimated	Estimated
<b>Input:</b> Average SAT scores of entering freshman class	1,230	1,229	1,212	1,212
Percent of entering freshman class who are African-American	8%	9%	9%	9%
Percent of entering freshman class who are minorities	19%	19%	24%	22%

**Note:** Unless otherwise indicated, column headers refer to fiscal years, for example "2010 Actual" refers to fiscal year 2010. Fall 2009 SAT scores will appear under "2010 Actual" since fall 2009 is in fiscal year 2010. Surveys are reported by the fiscal year

# ST. MARY'S COLLEGE OF MARYLAND

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in which they are conducted.

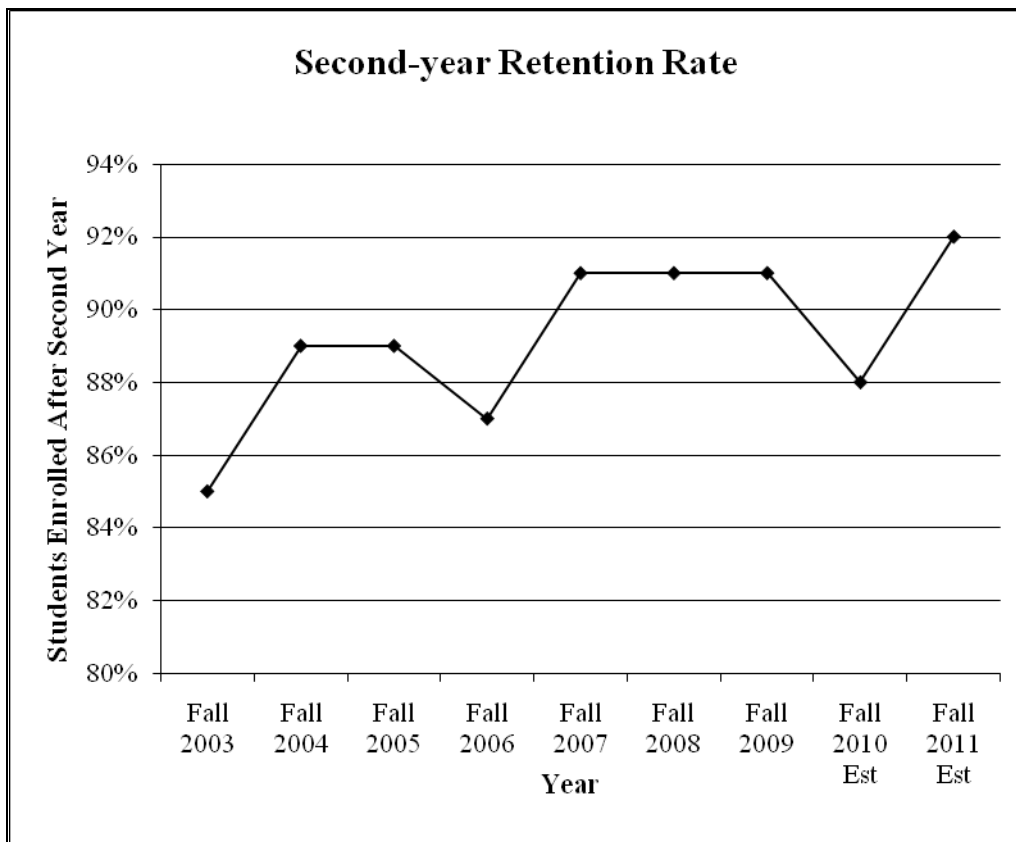
## ST. MARY'S COLLEGE OF MARYLAND

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

Performance Measures	2009	2010	2011	2012
	Actual	Actual	Estimated	Estimated
<b>Output:</b> Four-year graduation rate for all minorities at SMCM	67%	58%	49%	71%
Six-year graduation rate for all minorities at SMCM	76%	63%	76%	58%
Four-year graduation rate for African-Americans at SMCM	65%	51%	44%	74%
Six-year graduation rate for African-Americans at SMCM	74%	76%	76%	51%

**Objective 2.3** By 2007 increase by four 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. (2004 actuals in parentheses behind each measure)

Performance Measures	2009	2010	2011	2012
	Actual	Actual	Estimated	Estimated
<b>Input:</b> Percent minority full-time/tenure track faculty (18%)	13%	16%	16%	16%
<b>Quality:</b> Percent minority full-time executive/managerial (7%)	8%	8%	8%	8%
Percent African-American full-time/tenure track faculty (7%)	4%	4%	4%	4%
Percent African-American full-time executive/managerial (5%)	8%	6%	6%	6%
Percent women full-time/tenure track faculty (43%)	52%	47%	47%	47%
Percent women full-time executive/managerial (41%)	47%	56%	56%	56%



**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.

Performance Measures	2009	2010	2011	2012
	Actual	Actual	Estimated	Estimated

**ST. MARY'S COLLEGE OF MARYLAND**

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**Output:** Second-year retention rate at SMCM

91%

91%

88%

92%

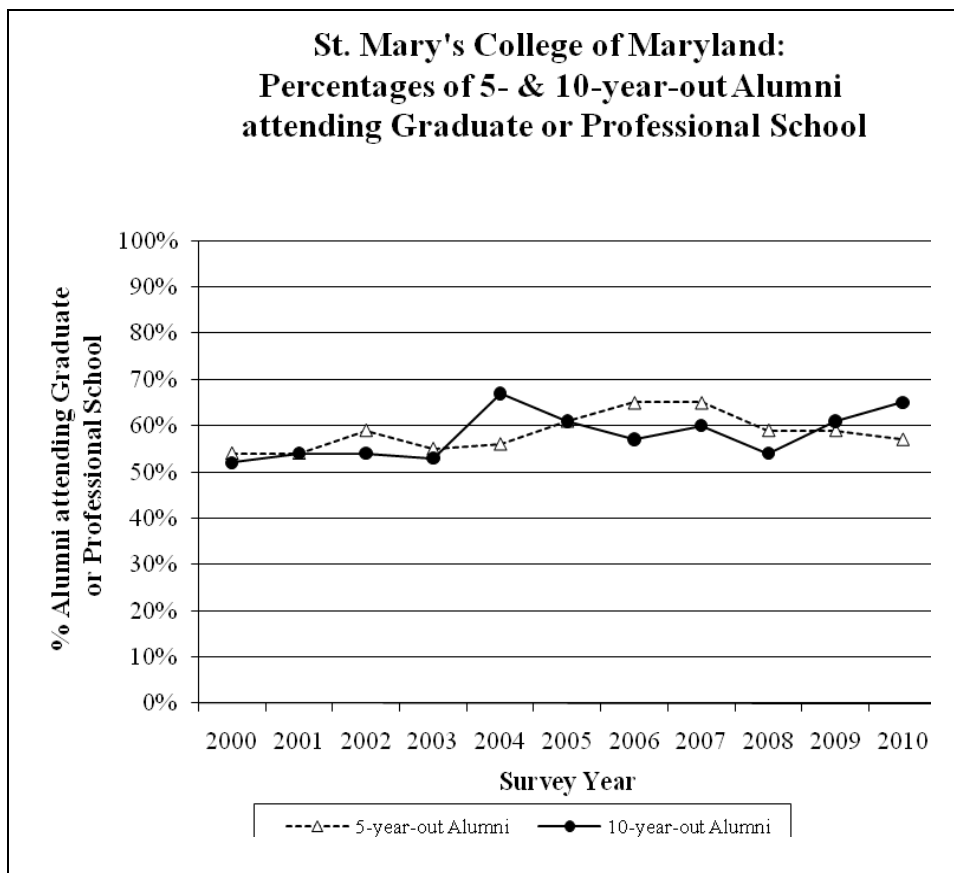
# ST. MARY'S COLLEGE OF MARYLAND

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

<b>Performance Measures</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>	<b>Estimated</b>
<b>Output:</b> Four-year graduation rate at SMCM	70%	72%	67%	72%
Six-year graduation rate at SMCM	79%	77%	77%	72%

**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.

<b>Performance Measures</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
	<b>Survey</b>	<b>Survey</b>	<b>Survey</b>	<b>Survey</b>
	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>	<b>Estimated</b>
<b>Outcome:</b> Graduate or professional school going rate:				
5-year-out alumni	59%	57%	60%	65%
10-year-out alumni	61%	65%	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.

<b>Performance Measures</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
	<b>Survey</b>	<b>Survey</b>	<b>Survey</b>	<b>Survey</b>
	<b>Actual</b>	<b>Actual</b>	<b>Estimated</b>	<b>Estimated</b>
<b>Outcome:</b> Satisfaction with graduate/professional school preparation:				
5-year-out alumni	98%	100%	95%	97%
10-year-out alumni	98%	100%	95%	99%

## ST. MARY'S COLLEGE OF MARYLAND

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**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.

<b>Performance Measures</b>	<b>2009 Survey Actual</b>	<b>2010 Survey Actual</b>	<b>2011 Survey Estimated</b>	<b>2012 Survey Estimated</b>
<b>Outcome:</b> Alumni satisfaction with job preparation:				
5-year-out alumni	97%	97%	95%	95%
10-year-out alumni	98%	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.

<b>Performance Measures</b>	<b>2009 Actual</b>	<b>2010 Actual</b>	<b>2011 Estimated</b>	<b>2012 Estimated</b>
<b>Output:</b> Percent of first-year students who receive institutionally-based financial aid (grants and scholarships)	70%	64%	60%	60%

**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.

<b>Performance Measures</b>	<b>2009 Survey Actual</b>	<b>2010 Survey Actual</b>	<b>2011 Survey Estimated</b>	<b>2012 Survey Estimated</b>
<b>Output:</b> Percent of 5-year-out alumni who are teachers	13%	16%	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.

<b>Performance Measures</b>	<b>2009 Actual</b>	<b>2010 Actual</b>	<b>2011 Estimated</b>	<b>2012 Estimated</b>
<b>Output:</b> Amount of endowment value (in millions)	\$27.1	\$25.03	\$25.96	\$25.96

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

<b>Performance Measures</b>	<b>CY2008 Actual</b>	<b>CY2009 Actual</b>	<b>CY2010 Estimated</b>	<b>CY2011 Estimated</b>
<b>Output:</b> Percent of alumni giving	20%	22%	23%	24%

# ST. MARY'S COLLEGE OF MARYLAND

## INSTITUTIONAL ASSESSMENT

### Overview

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

- Dr. Joseph Urgo selected as the next president of St. Mary's College of Maryland
- About 40% of 2010 graduates completed a study-abroad experience
- Initial conceptual design completed for the Maryland Heritage Project's replacement of Anne Arundel Hall
- College continues to have balanced budgets as a result of strong enrollment and retention, and selected cost containment measures
- Search completed for Vice President of Development with the selection of Dr. Maureen Silva

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 five objectives for which St. Mary's College has strong performance. In Goal 1 Objective 1.2, St. Mary's College continues to strive for excellence in liberal arts education through a talented faculty, 98 percent of which hold a terminal degree. The first-to second-year retention rate for a baccalaureate degree remains high at 91 percent (Goal 3 Objective 3.1). The six-year graduation rate for the College continues to meet the goal of 77% (Goal 3 Objective 3.2).

St. Mary's prides itself in preparing students for life after 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 five- and 10-year out alumni, at least 97 percent of alumni were satisfied with graduate or professional school and job preparation (Goal 3 Objectives 3.4 and 3.5).

## Challenges

Three objectives are challenging for St. Mary's. Our efforts in these are detailed below.

Goal 1 Objective 1.1: St. Mary's Project participation rates have declined. There are two reasons for this decline. When the goal of 70 percent participation in St. Mary's Projects was established, the number of majors requiring a St. Mary's Project was higher. With the introduction of a new Core Curriculum in 2008, a slight shift in departmental requirements allows 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 is in the Psychology Department, which produced the third largest proportion of 2010 graduates, and made the St. Mary's Project experience optional. The College must reassess whether the 70 percent participation goal remains an appropriate measure of this objective.

Goal 2 Objective 2.2: Graduation rates for all students as well as subgroups of the population are important in tracking those at St. Mary's who have successfully completed their program of study. St. Mary's continues to meet the goals that the six-year graduation rate for minority students at the College will maintain or surpass 62 percent. In addition, the College continues to refine the methodology for projecting four- and six-year graduation rates. The estimates for 2011 and 2012 fluctuate as a result of the relatively small African-American and minority populations at the College. While 20 percent of our current student body belongs to minority groups, this represents a fairly small number for what is a relatively small student body. Retention, especially that of minority students, is a strength of St. Mary's and something that we monitor carefully to ensure we are providing an inclusive educational environment for all members of our campus community.

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 five years, we have increased our faculty count by 15 but have not kept pace with the hiring of minorities at a comparable rate. St. Mary's has developed both internal and external methods to assist with the recruitment of strong faculty. Internally, St. Mary's is developing on-campus focus groups and meeting with search committees to discuss avenues for casting a wider net for recruitment. Externally, the College has joined the Mid-Atlantic Higher Education Recruitment Consortium and is pursuing



advertising in a broader spectrum of media outlets. Our overall number of faculty and staff is small, with one staff member constituting a two percent change in executive/managerial staff. We continue to promote the hiring of minority candidates through our EEO/AA office and the 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	2010 Actual = Spring '10 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.	2010 Actual = Fall '09	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	2010 Actual = Fall '09	Admissions Office
2.1	Percent AfrAm of entering freshman class	EIS	(# of AfrAm first-year students / # of race known first-year students) * 100 (first-time full-time degree-seeking freshmen only)	2010 Actual = Fall '09	Admissions Office, Registrar's Office
2.1	Percent all minorities of entering freshman class	EIS	(# of all minorities first-year students / # of race known first-year students) * 100 (first-time full-time degree-seeking freshmen only)	2010 Actual = Fall '09	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.	2010 Actual = Fall '06 cohort graduating by Spring '10	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.	2010 Actual = Fall '04 cohort graduating by Spring '10	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.	2010 Actual = Fall '06 cohort graduating by Spring '10	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.	2010 Actual = Fall '04 cohort graduating by Spring '10	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)	2010 Actual = Fall '09	Provost's Office, Human Resources, OIR
2.3	Percent minority full-time executive/managerial	EDS	Self explanatory	2010 Actual = Fall '09	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)	2010 Actual = Fall '09	Provost's Office, Human Resources, OIR
2.3	Percent AfrAm full-time executive/managerial	EDS	Self explanatory	2010 Actual = Fall '09	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)	2010 Actual = Fall '09	Provost's Office, Human Resources, OIR
2.3	Percent women full-time executive/managerial	EDS	Self explanatory	2010 Actual = Fall '09	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.	2010 Actual = Fall '08 cohort re-enrolled in Fall '09.	Registrar's Office, OIR
3.2	Four-year graduation rate at SMCM	Institution	Percentage of first-time, full-time degree-seeking freshmen who graduated from SMCM within four years after matriculation	2010 Actual = Fall '06 cohort graduating by Spring '10	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.	2010 Actual = Fall '04 cohort graduating by Spring '10	Registrar's Office, OIR

SMCM Indicator	Indicator/Measure	Source*	Operational Definition	Special Timeframe Issues	Control*
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 '05 grads surveyed in 2010	OIR
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.	2010 Survey Actual = Spring '00 grads surveyed in 2010	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.	2010 Survey Actual = Spring '05 grads surveyed in 2010	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.	2010 Survey Actual = Spring '00 grads surveyed in 2010	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").	2010 Survey Actual = Spring '05 grads surveyed in 2010	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").	2010 Survey Actual = Spring '00 grads surveyed in 2010	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	2010 Actual = Fall '09	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	2010 Survey Actual = Spring '05 grads surveyed in 2010	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.	2009 Actual = FY09	Office of Development, Business Office
6.2	Percent alumni giving	Institution	(# of alumni donors / # of alumni solicited) * 100	2009 Actual = Calendar Year 2009	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