

ST. MARY'S COLLEGE OF MARYLAND

INSTITUTIONAL ASSESSMENT

Provided below is an institutional assessment in terms of changes in performance measures of 5 percent or greater. Specifically, we discuss measures in two categories according to their percentage change from the previous year: (1) those that improved by 5 percent or more, and (2) those declining by 5 percent or more. (Note: the criteria used for comment were +/- 5 percentage points if the indicator was already expressed as a percentage.)

In this report, one measure improved by 5 percent or more and 11 decreased by 5 percent or more. These measures will be presented with comment.

Overview

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

- Increase in full-time faculty lines
- A new general-education curriculum developed and implementation has begun

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.

Measures improving by 5 percent or more

One measure improved by 5 percent or more between 2007 and 2008. This measure includes: (1) the third output measure for Objective 2.2 (four-year graduation rate for African-Americans at SMCM) increased from 58 percent to 67 percent, an increase of nine percentage points.

The nine percentage point increase is most likely a result of having a small student cohort of African-American students for the most recent four-year graduation rate. In this cohort there were 33 African-American students, which translates to each student representing three percent of the cohort.

Measure declining by 5 percent or more

Eleven measures declined by 5 percent or more between 2007 and 2008. These measures include: (1) the measure for Objective 1.1 (% of graduating seniors completing a St. Mary's Project) decreased from 68 percent to 61 percent, an decrease of six percentage points; (2) the first output measure for Objective 2.2 (four-year graduation rate for all minorities at SMCM) decreased from 64 percent to 56 percent, a decrease of eight percentage points; (3) the second output measure for Objective 2.2 (six-year graduation rate for all minorities at SMCM) decreased from 67 percent to 52 percent, a decrease of 15 percentage points; (4) the fourth output measure for Objective 2.2 (six-year graduation rate for African-Americans at SMCM) decreased from 70 percent to 53 percent, a decrease of 17 percentage points; (5) the second output measure for objective 3.2 (six-year graduation rate at SMCM) decreased from 83 percent to 75 percent, a decrease of eight percentage points; (6) the first output measure for objective 3.3 (graduate/professional school going rate for 5-year-out alumni) has decreased from 65 percent to 59 percent, a decrease of six percentage points; (7) the second output measure for objective 3.3 (graduate/professional school going rate for 10-year-out alumni) has decreased from 60 percent to 54 percent, a decrease of 6 percentage points; (8) the first output measure for objective 3.4 (satisfaction with graduate/professional school preparation for 5-year-out alumni) has decreased from 98 percent to 90 percent, a decrease of eight percentage points; (9) the second output measure for objective 3.4 (satisfaction with graduate/professional school preparation for 10-year-out alumni) has decreased from 100 percent to 93 percent, a decrease of seven percentage points; (10) the first output measure for objective 3.5 (alumni satisfaction with job preparation for 5-year-out alumni) has decreased from 99 percent to 93 percent, a decrease of 6 percentage points; and (11) object 4.1 (the percent of first-year students who received institutional-based financial aid) has decreased from 77 percent to 72 percent, a decrease of five percentage points.

The decrease in percentage of graduating students completing St. Mary's Projects reflects the flexibility of the liberal arts majors at St. Mary's. Part of the benefits to obtaining a liberal arts education at St. Mary's is that students choosing certain majors have the ability to select different options to complete a senior experience. Although 61 percent of the 2008 graduating class completed a St. Mary's Project, which is lower than the 68 percent for the class of 2007, this number is comparable to the class of 2006, where 62 percent completed a capstone course.

Although there is a decrease in the 6-year graduation rate in comparison to the prior year, the past graduation rates have oscillated between 75 and 80 percentage. This value of 75 percent is within the lower level of the expected performance for this measure. The first, second, and fourth measures in Objective 2.2 (four-year graduation rate for all minorities, six-year graduation rate for all minorities, and for African-American students) have decreased. This decrease is a

statistical aberration that sometimes occurs when working with small numbers. While about one-fifth of our current student body are members of minority groups, this represents a fairly small number for what is a relatively small student body. For example, in the recent four-year graduation cohort, each of the 64 minority students comprised 1.6 percent of their cohort, while the 33 African-American students consisted of 3.0 percent of their cohort. Even though the most recent four-year graduation rate for all minority students went down, the graduation rate of African-American students increased by nine percentage points. The 6-year graduation rate cohort had comparable numbers. There were 71 minority students and 34 African-American students, each student representing 1.4 and 2.9 percent of their respective cohorts. 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.

While the percentage points for alumni satisfaction with graduate and professional school as well as job preparation have decreased, all of these measures for the survey conducted in 2008 were still at or above 90 percent. These changes can be attributed to relatively small sample sizes of responses and will continue to be monitored to determine what changes can be made to make improvements to the institution.

The percent of first-year students who received institutional-based financial aid has decreased in 2008 as a result of a fluctuation in the need profile of the incoming students. Although the 2008 figure is less than that of 2007, it is higher than either in 2006 (10 percentage points) or 2005 (12 percentage points). This suggests the unique success in 2007 as a result of extra funds being allocated. St. Mary's is committed to increasing the percentage of students who receive institutionally-based financial aid to continue to attract and recruit a diverse student body while continuing to provide access to higher education.

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 St. Mary's College's revised strategic plan.

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).

	2007	2008	2009	2010
Performance Measures	Actual	Actual	Estimated	Estimated
Output: Percent graduating class completing St. Mary's Projects	68%	61%	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.

	2007	2008	2009	2010
Performance Measures	Actual	Actual	Estimated	Estimated
Quality: Percent of core faculty with terminal degree	99%	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.

	2007	2008	2009	2010
Performance Measures	Actual	Actual	Estimated	Estimated
Input: Average SAT scores of entering freshman class	1,226	1,221	1,220	1,225
Percent African-American of entering freshman class	9%	11%	11%	12%
Percent all minorities of entering freshman class	22%	20%	22%	22%

Note: Unless otherwise indicated, column headers refer to fiscal years; e.g., "2007 Actual" refers to fiscal year 2007. Fall 2006 SAT scores, for example, 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.

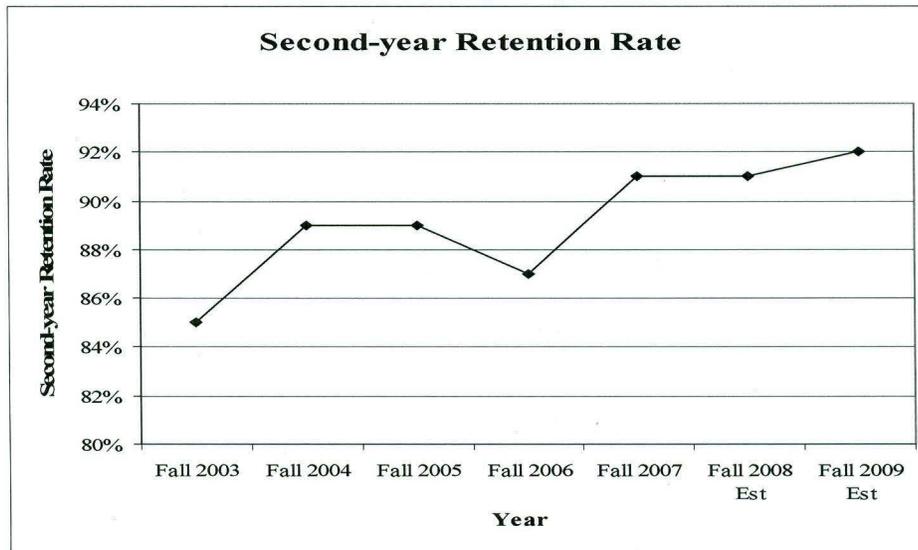
Performance Measures	2007	2008	2009	2010
	Actual	Actual	Estimated	Estimated
Output: Four-year graduation rate for all minorities at SMCM	64%	56%	58%	60%
Six-year graduation rate for all minorities at SMCM	67%	52%	65%	67%
Four-year graduation rate for African-Americans at SMCM	58%	67%	55%	57%
Six-year graduation rate for African-Americans at SMCM	70%	53%	60%	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.

Performance Measures	2007	2008	2009	2010
	Actual	Actual	Estimated	Estimated
Input: Percent minority full-time/tenure track faculty	17%	16%	17%	17%
Quality: Percent minority full-time executive/managerial	9%	7%	9%	7%
Percent African-American full-time/tenure track faculty	6%	5%	6%	6%
Percent African-American full-time executive/managerial	7%	4%	4%	4%
Percent women full-time/tenure track faculty	46%	46%	46%	46%
Percent women full-time executive/managerial	48%	51%	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.



Performance Measures	2007	2008	2009	2010
	Actual	Actual	Estimated	Estimated
Output: Second-year retention rate at SMCM	87%	91%	91%	92%

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

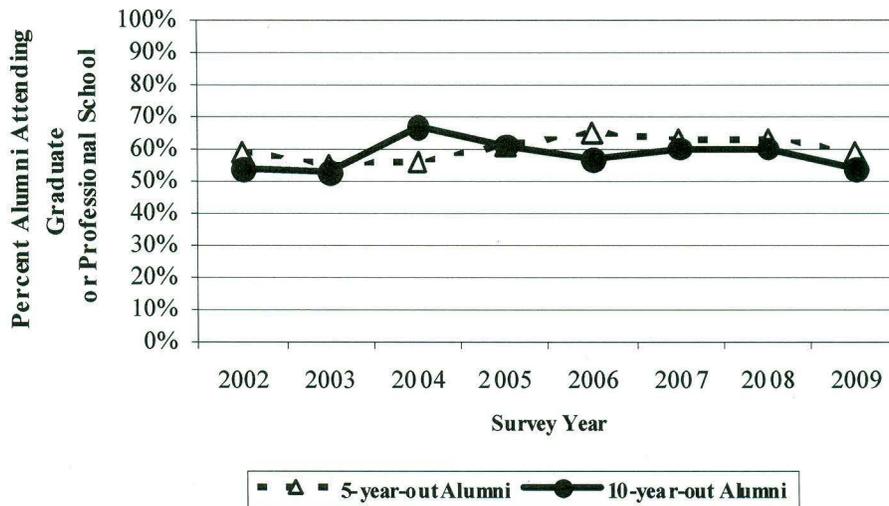
Performance Measures	2007	2008	2009	2010
	Actual	Actual	Estimated	Estimated
Output: Four-year graduation rate at SMCM	71%	70%	70%	71%
Six-year graduation rate at SMCM	83%	75%	77%	78%

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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 / professional school.

Performance Measures	2007	2008	2009	2010
	Survey Actual	Survey Actual	Survey Estimated	Survey Estimated
Outcome: Graduate/professional school going rate:				
5-year-out alumni	65%	59%	60%	65%
10-year-out alumni	60%	54%	55%	60%

**St. Mary's College of Maryland
Percentages of 5 and 10 Year-Out Alumni
Attending Graduate or Professional School**



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	2007	2008	2009	2010
	Survey Actual	Survey Actual	Survey Estimated	Survey Estimated
Outcome: Satisfaction with graduate/professional school preparation:				
5-year-out alumni	98%	90%	95%	97%
10-year-out alumni	100%	93%	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.

Performance Measures	2007	2008	2009	2010
	Survey Actual	Survey Actual	Survey Estimated	Survey Estimated
Outcome: Alumni satisfaction with job preparation:				
5-year-out alumni	99%	93%	95%	95%
10-year-out alumni	96%	94%	96%	96%

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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	2007	2008	2009	2010
	Actual	Actual	Estimated	Estimated
Output: Percent of first-year students who receive institutionally-based financial aid (grants and scholarships)	77%	72%	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	2007	2008	2009	2010
	Survey	Survey	Survey	Survey
	Actual	Actual	Estimated	Estimated
Outcome: Percent of 5-year-out alumni who are teachers	16%	18%	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	2007	2008	2009	2010
	Actual	Actual	Estimated	Estimated
Output: Amount of endowment value (in millions)	\$26.9	\$27.5	\$30.0	\$31.0

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

Performance Measures	CY2006	CY2007	CY2008	CY2009
	Actual	Actual	Estimated	Estimated
Output: Percent of alumni giving	22%	24%	23%	24%

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	2008 Actual = Spring '07grads	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	2008 Actual = Fall '07	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	2008 Actual = Fall '07	Admissions Office
2.1	Percent Afr-Am of entering freshman class	EIS	(# of AfrAm FR/ # of Race Known FR) * 100 (first-time full-time degree-seeking freshmen only)	2008 Actual = Fall '07	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)	2008 Actual = Fall '07	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.	2008 Actual = Fall '04 cohort graduating by Spring '08	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.	2008 Actual = Fall '02 cohort graduating by Spring '08	Registrar's Office, OIR
2.2	Four-year graduation rate of Afr-Am at SMCM	Institution	Percentage of first-time, full-time degree-seeking Afr-Am freshmen who graduated from SMCM within four years after matriculation.	2008 Actual = Fall '04 cohort graduating by Spring '08	Registrar's Office, OIR
2.2	Six-year graduation rate of Afr-Am at SMCM	Institution	Percentage of first-time, full-time degree-seeking Afr-Am freshmen who graduated from SMCM within six years after matriculation.	2008 Actual = Fall '02 cohort graduating by Spring '08	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)	2008 Actual = Fall '07	Provost's Office, Human Resources, OIR
2.3	Percent minority full-time executive/managerial	EDS	Self explanatory	2008 Actual = Fall '07	Human Resources, OIR
2.3	Percent Afr-Am full-time tenure/tenure track faculty	EDS	Self explanatory (includes faculty on sabbatical, but not those on leave)	2008 Actual = Fall '07	Provost's Office, Human Resources, OIR
2.3	Percent Afr-Am full-time executive/managerial	EDS	Self explanatory	2008 Actual = Fall '07	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)	2008 Actual = Fall '07	Provost's Office, Human Resources, OIR
2.3	Percent women full-time executive/managerial	EDS	Self explanatory	2008 Actual = Fall '07	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.	2008 Actual = Fall '06 cohort re-enrolled in Fall '07.	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	2008 Actual = Fall '04 cohort graduating by Spring '08	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.	2008 Actual = Fall '02 cohort graduating by Spring '08	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 '03 grads surveyed in 2008	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 '98 grads surveyed in 2008	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 '03 grads surveyed in 2008	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 '98 grads surveyed in 2008	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 '03 grads surveyed in 2008	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 '98 grads surveyed in 2008	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	2008 Actual = Fall '07	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 '03 grads surveyed in 2008	OIR
6.1	Amount of endowment value	IPEDES Finance Report; Office of Development	Sum of the College Endowment (IPEDES Part H, Column 2, Line 02) and Foundation Endowment for the specified fiscal year.	2006 Actual = FY06	Office of Development, Business Office
6.2	Percent alumni giving	Institution	(# of alumni donors / # of alumni solicited) * 100	2007 Actual = Calendar Year 2007	Office of Development

Source and Control abbreviations:

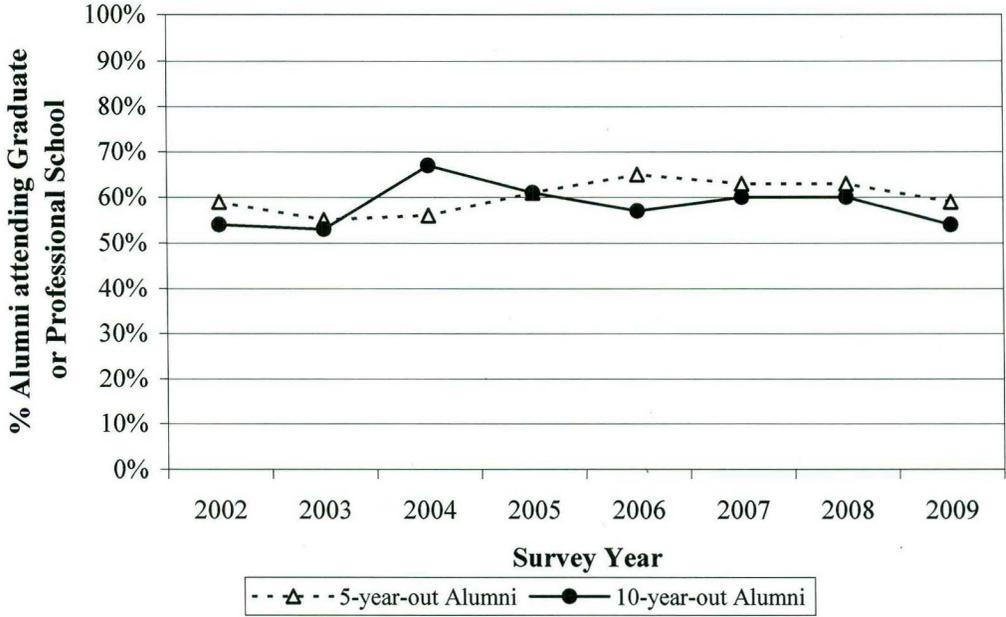
EIS - MHEC Enrollment Information System

EDS - MHEC Employee Data System

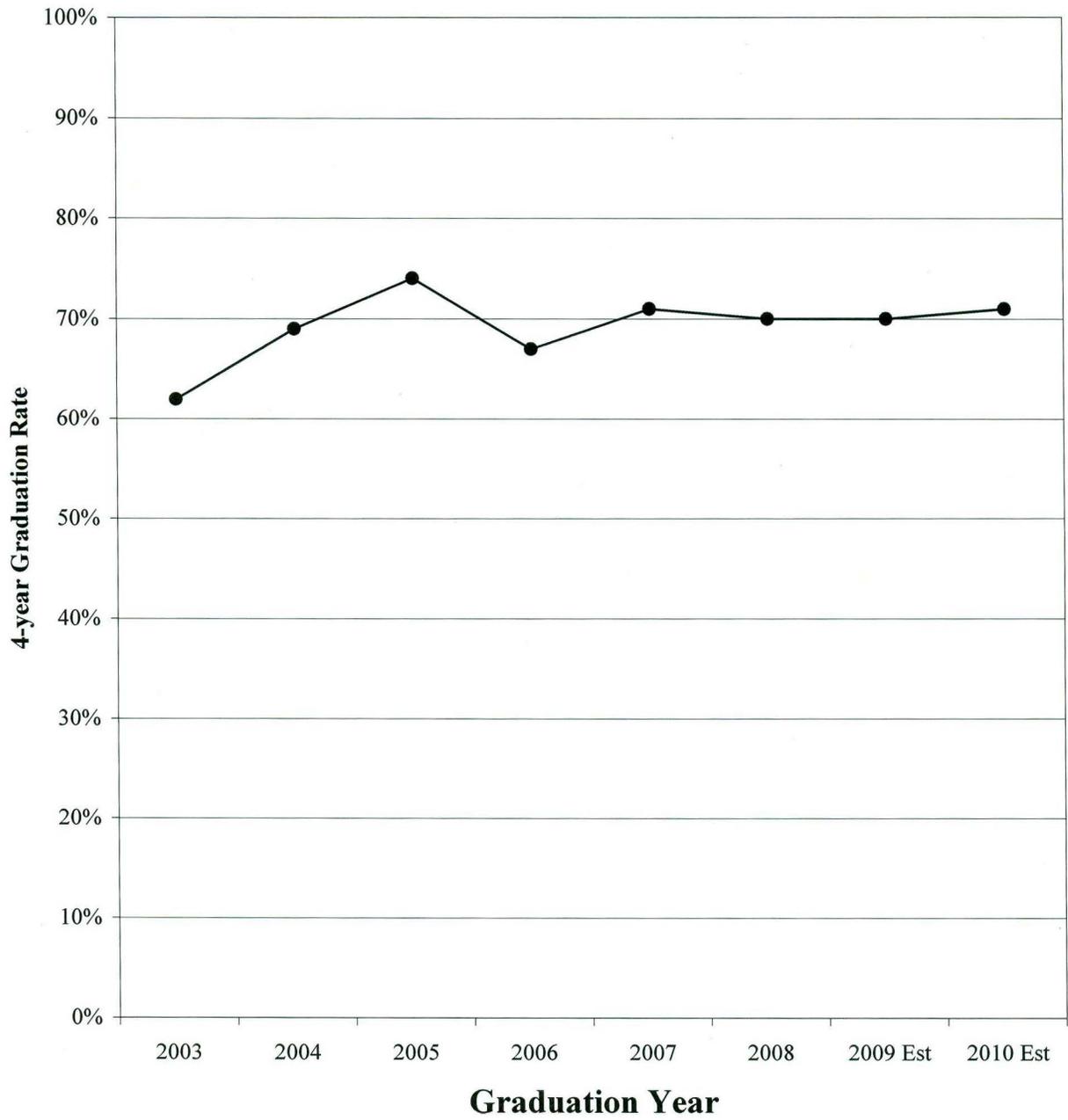
DIS - MHEC Degree Information System

OIR - Office of Institutional Research

**St. Mary's College of Maryland:
Percentages of 5- & 10-year-out Alumni
attending Graduate or Professional School**



**St. Mary's College of Maryland:
4-year Graduation Rate**



Second-year Retention Rate

