

Bowie State University
2013-2018 Strategic Plan Indicators

Goal 1: Provide high-quality academic programs and relevant co-curricular experiences.

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Percent of new core faculty with terminal degrees (MFR)	100%	89%	100%	100%	100%	100%	100%
Number of professionally accredited programs (MFR)	5	5	5	5	5	5	6
Average combined SAT (USM Dashboards)	892	889	899	890	881	874	868
Average faculty salary (USM Dashboards)	69,947	69,754	69,364	69,115	73,818	75,770	78,882
Weighted average faculty salary percentile (USM Dashboards)	40	66	60	53	69	71	70
Overall student satisfaction with course instruction (BSU Course Evaluation)	92%	92%	92%	91%	92%	91%	90%

	2011 Survey			2014 Survey			2017 Survey
Satisfaction with education for work (MFR)	95%			87%			86%
Satisfaction with education for grad/prof. school (MFR)	97%			100%			80%

	AY 10-11	AY 11-12	AY 12-13	AY 13-14	AY 14-15	AY 15-16	AY 16-17
Course Units Taught by FTE Core Faculty (MFR)	8.2	7.5	7.6	7.6	7.3	8	7.6
% Programs meeting assessment benchmark (75%)		65%	60%	79%	81%	Pending	DNA
Time to degree in years (USM Faculty Wkload Rpt)	4.8	5	4.6	4.8	4.9	4.7	4.8

	2012 Survey			2015 Survey		
Percent satisfied with academic advising (SSI)		73%		76%		
Percent satisfied with tutoring availability (SSI)		56%		66%		
Percent satisfied with computer labs (SSI)		61%		69%		

Goal 2: Develop and implement programs and services that promote access, affordability and completion for a diverse student body with an emphasis on underserved populations.

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Second year undergraduate retention rate (MFR)	75%	71%	70%	74%	72%	76%	75%
First-time undergraduate applicants/%accepted/ %Enrolled (BSU Fact book)	3165 51%/43%	3106 50%/41%	2632 49%/37%	3030 49%/42%	2953 55%/37%	2671 57%/36%	6720 41%/35%
New undergraduate transfer applicants/ %accepted/%Enrolled (BSU Fact book)	1479 58%/46%	1565 62%/43%	1657 59%/50%	1732 62%/51%	1729 63%/53%	1519 67%/53%	2152 56%/54%

	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010
Six year undergraduate graduation rate (MFR)	38%	41%	35%	35%	33%	41%	37%
Six year African-American six year undergraduate graduation rate (USM CTG)	37%	40%	35%	35%	33%	41%	38%

	AY 10-11	AY 11-12	AY 12-13	AY 13-14	AY 14-15	AY 15-16	AY 16-17
Number of Maryland Community College transfers (USM Dashboards)	238	315	315	353	310	419	495

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Percentage of undergraduate minority students (African-Americans, Hispanic and Native Americans) (USM Dashboards)	94%	94%	92%	92%	90%	89%	89%
Admit percentage (new and transfer undergraduate students) (USM Dashboards)	53%	54%	52%	54%	58%	61%	45%

	AY 10-11	AY 11-12	AY 12-13	AY 13-14	AY 14-15	AY 15-16	AY 16-17
BSU tuition and fees as a % of Prince George's County median income (MFR)	8.63%	8.79%	8.98%	9.50%	9.67%	10.10%	10.90%
Resident undergraduate tuition and mandatory fees (USM Dashboards)	6,154	6,347	6,639	6,971	7,299	7,657	7,880
Percent of undergraduates receiving financial aid (USM Dashboards)	85%	81%	82%	82%	86%	86%	85%
Average undergraduate debt burden (USM Dashboards)	24,291	25,972	27,833	29,737	30,300	NA	NA

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Percent of undergraduates receiving a Pell Grant	47%	49%	47%	49%	51%	50%	58%
Percent of undergraduate who are first generation as indicated in FASFA				37%	37%	36%	53%

Goal 3: Conduct and sustain academic transformation initiatives to improve student success and promote greater faculty collaboration

	AY 10-11	AY 11-12	AY 12-13	AY 13-14	AY 14-15	AY 15-16	AY 16-17
Number of online programs (MFR)	0	0	0	0	0	0	0
Number of on-line and hybrid courses running in an AY (MFR)	63	99	167	183	219	235	243
Number of redesigned courses		1	1	7	7	7	7

Goal 4: Develop a comprehensive model of regional, national, and global engagement to address societal needs.

			AY 12-13	AY 13-14	AY 14-15	AY 15-16	AY 16-17
Number of <u>fully</u> developed initiatives to integrate real life experiences into curriculum			0	0	EI2 Planning Phase	2	2
Number of programs at regional centers			1	2	3	3	3
Number of FTE students enrolled at regional centers (USG, SMHEC)			11.4	10	22.6	23	22
Number of students participating in study abroad						23	16

Goal 5: Advance the overall effective and efficient use of resources and identify new revenue sources to support the University's core mission.

	AY 10-11	AY 11-12	AY 12-13	AY 13-14	AY 14-15	AY 15-16	AY 16-17
Dollars of alumni giving (MFR)	\$105,757	\$120,175	\$133,269	\$156,656	\$275,294	\$232,370	\$201,615
Number of alumni donors (MFR)	753	1,072	1,148	1,325	1,242	1,245	1,283
Total gifts dollars received (MFR)	\$1.35M	\$1.3M	\$3.70M	\$1.28M	\$1.09M	\$1.56M	\$1.22M
Total external grants and contract revenue (MFR)	\$8.4M	\$9.2M	\$8.5M	\$8.9M	\$8.7M	\$8.03M	\$8.70M
Average alumni giving rate (USM Dashboards)	4.00%	4.80%	5.90%	5.70%	5.70%	5.53%	4.70%
Percent of fundraising goal achieved (USM Dashboards)	76%	138%	89%	113%	88%	108%	DNA

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Classroom utilization rate (MFR) (USM Dashboards)	67%	67%	65%	66%	65%	64%	67%

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Facilities renewal funding as a percentage of replacement value (MFR) (USM Dashboards)	2.90%	1.30%	4%	4.60%	3.00%	1.60%	1.50%
Percentage of E&G funds spent on instruction (MFR) (USM Dashboards)	41%	40%	42%	41%	42%	44%	DNA
Percentage of E&G funds spent for administration (USM Dashboards)	17%	21%	17%	18%	18%	22%	DNA
Fund balance goal attainment (USM Dashboards)	Met goal	Met goal	Met goal	Met goal	Met goal	Met goal	Met goal
Percent of undergraduate credits from non-traditional methods (USM Dashboards)	11.10%	10.70%	11.10%	13.50%	12.70%	17.20%	17.60%

Goal 6: Define and communicate the University's distinctive identity and value proposition.

	Survey Year						
	2011	2012	2013	2014	2015	2016	2017
Percent of faculty and staff indicating that morale is excellent or good.							
Percent of students with a positive rating on their overall satisfaction with their experience thus far (SSI).		76%			56%		
Percent of students with a positive rating on whether they would enroll again (SSI).		64%			57%		
Percent of graduating students agreeing that they would enroll again (Graduating Student Survey)		70%	61%	59%	64%		
Percent of undergraduates graduates agreeing that they would enroll again (MHEC)	70%			61%			

Core Values Indicators

	Base Year	
	2012	2015
<i>Overall</i>		
Percent of faculty and staff indicating awareness of the core values (BSU Faculty & Staff Survey)	97%	
Percent of graduating students agreeing that BSU personnel practice the core values (BSU Graduating Student Survey)	95%	82%
<i>Excellence</i>		
Percent of faculty and staff agreeing that BSU provides a quality education to all students (BSU Faculty & Staff Survey)	83%	
Noel Levitz Student Satisfaction Inventory (7pt scale)	4.94	5.1
<i>Civility</i>		
Percent of faculty and staff agreeing that civility is practiced during interactions between BSU employees (BSU Faculty & Staff Survey)	75%	
Noel Levitz Student Satisfaction Inventory (7pt scale)	4.4	4.5
<i>Integrity</i>		
Percent of faculty and staff agreeing that employees at BSU exhibit a high regard for ethical standards in daily work activities (BSU Faculty & Staff Survey)	75%	
Noel Levitz Student Satisfaction Inventory (7pt scale)	4.44	4.69
<i>Diversity</i>		
Percent of faculty and staff agreeing that BSU values diversity in the workplace (BSU Faculty & Staff Survey)	82%	
Noel Levitz Student Satisfaction Inventory (7pt scale)	4.64	4.88
<i>Accountability</i>		
Percent of faculty and staff agreeing that BSU encourages faculty and staff to take responsibility for their actions (BSU Faculty & Staff Survey)	70%	
Noel Levitz Student Satisfaction Inventory (7pt scale)	4.53	4.55

USM Managing for Results and Strategic Plan Indicators

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Number of undergraduates in STEM programs (MFR)	570	610	589	597	680	653	740
Number of undergraduates and MAT post-bach. in teacher education (MFR)	355	309	266	261	267	238	219
Number of undergraduates enrolled in nursing (MFR)	495	492	563	547	614	530	546
Upper division STEM enrollment (USM Dashboards)	235	263	271	280	319	294	309

	AY 10-11	AY 11-12	AY 12-13	AY 13-14	AY 14-15	AY 15-16	AY 16-17
Number of degrees awarded from undergraduate STEM programs (MFR)	71	74	77	80	96	100	93
Number of undergraduates and MAT post-bach. completing teacher training (MFR)	38	38	36	42	42	39	18
Number of BSN graduates (MFR)	65	66	69	84	86	112	50
Pass rates for undergraduates and MAT post-bach. on PRAXIS II (MFR)	100%	100%	100%	100%	100%	100%	100%
Percent of nursing graduates passing the licensure examination (MFR)	77%	56%	71%	53%	41%	72%	59%

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Number of qualified applicants admitted into nursing program (MFR)	88	107	105	145	89	70	92
Number of qualified applicants not admitted into nursing program (MFR)	10%	22	17	20	124	119	5